

## Waking up Colombians to their violence

Expert says decay spilling over to Ecuador

5

## A professor and his periodicals

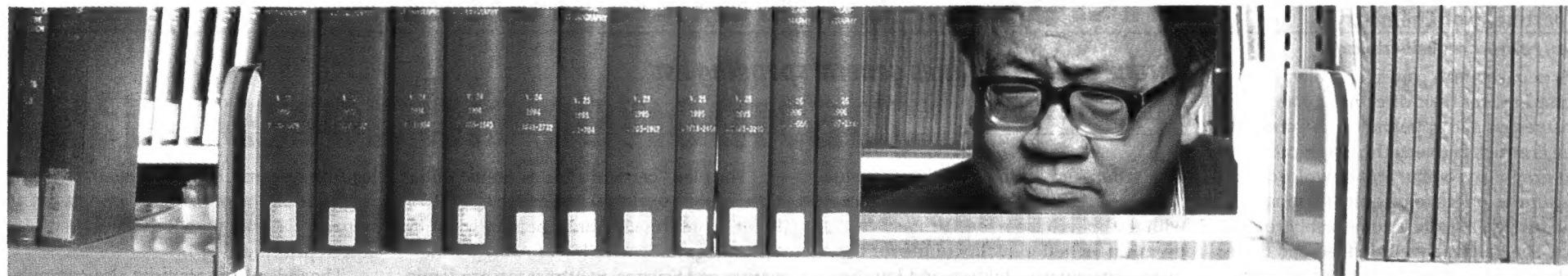
Budget constraints have forced libraries to cancel many scholarly journal subscriptions. What's a researcher to do?

3

## Digging it in Idaho

Anthropology students hit "gold" in archaeological site

16



UNIVERSITY OF ALBERTA

# folio

Volume 37 Number 4

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<http://www.ualberta.ca/folio>

## Golds but little green

*Successful athletic program expands with Pandas rugby despite scarce finances*

By Dan Carle

**S**outh of the border, balance in college sport is law. In fact, within the National Collegiate Athletic Association, universities are mandated to equitably balance intercollegiate programs across financial and gender lines.

In Canada, it's common sense that strikes the balance, not legislation. North of the border, the Canadian Interuniversity Athletic Union has added three women's sport national championships in the last three seasons.

"There is a really strong movement to women being more seriously and competitively involved in sport. I think you have to keep up with that trend. Sport is not just for men anymore," said Ian Reade, director of Athletics and Recreation at the University of Alberta. Reade was on the field Oct. 7 as Athletics welcomed its third women's interuniversity program in three years—women's rugby—into the fold to expand its programs to 19 (10 Pandas and nine Golden Bears teams). Four years ago the U of A featured nine men's programs and seven women's programs.

The University of Alberta went 15 seasons without adding a new interuniversity program before Pandas hockey was introduced in 1997/1998, Pandas wrestling one season later and now Pandas rugby.

The tide is turning, it seems, because perceptions have changed. This means athletic department operations are changing also. Athletic departments, Alberta's included, are stick-handling to add programs on one hand without incurring debt on the other. It is safe to suggest there is a decided lack of new financial resources at each of Canada's 47 schools.

Athletics and Recreation created a new administrative level for new programs under the Golden Bears and Pandas name, but with sparse financial commitment until the program shows it can maintain financial stability on its own or, as is the increasing case, sparse financial commitment, period.

It seems the creed is: if you want to play you'll have to pay.



New action on the field: Pandas rugby at the U of A.

"It lets the sport show it can sustain itself," Reade said. "I mean nobody supports sport at most levels—it supports itself—but all of a sudden the athletes get to university and think they should be completely supported. I think that was kind of a silly assumption and it stopped us from developing sports in the past."

"They start the program and show us there is support, there is strength in the

community. We gradually build in funding which then takes it to the next level," Reade said.

Women's rugby is now at the next level at Alberta.

"I think it's important for women to be involved in the university at all levels," said Pandas' rugby captain Heather Denkhaus, a 23-year-old flanker and first-year graduate student. "I think that says a

lot about society in general. I'm glad to be part of this, the first team."

Helen Wright, the new rugby team's coach, suggested common sense finally caught up with popularity within female sport by gaining national and institutional support.

"There was an assumption that if girls wanted to play anything, they would just make it happen for themselves. But they don't. They need the same structure and leadership as men's sports," said Wright, who is also managing director of the Alberta Rugby Union. "We get girls out here that are 100 pounds running against girls that are easily 200 pounds. Well, what makes them want to do that? They get to participate. They need to be encouraged." Said Wright: "It's not something we do culturally: encourage girls to go out there and get dirty."

There are costs to setting these new paths, new agendas, and providing fresh opportunities for female athletes that they simply have not had.

But these costs are increasingly the responsibility of the program itself.

Vang Ioannides, the head coach of the Golden Bears and Pandas wrestling teams, estimates 80 per cent of his two teams' total budget is self-generated. Reade says Pandas hockey is 50 per cent self-generated—"because we have to pay for ice"—with Pandas rugby charged with making up 80 per cent of its budget.

It seems the creed is: if you want to play you'll have to pay.

"A university making a commitment to a sport is really important to sport in the entire community. People see that as a strong asset to the sport," Reade said. "We have a responsibility, but the problem for us has always been, how do we do that when we have no money?" ■

By Randy Pavelich

## Department of Chemistry

<http://www.chem.ualberta.ca/>

This department's pages have always impressed me for their directness, comprehensiveness and appearance. A good balance is struck between the graphical and non-graphical content and download times off-campus ought to be quite reasonable. Structurally, the site is remarkably compact. The links are well-defined and there is always a lot of organized and well-presented information behind them. An excellent U of A Web site.

## Marc-Julien Objois' web site

<http://www.edm.shaw.wave.ca/~mobjois/>

U of A student Marc-Julien Objois created a site primarily around the music he creates, but it also exhibits a high level of graphical and design sophistication. I found the pages to load slowly, but that could be an off-campus issue. This site should grow and evolve into something quite interesting over time.

# folio

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...it makes sense.

The University of Alberta maintains a database of all alumni. This database is used to send you news about the U of A, including Folio and New Trail, invitations to special events and requests for support. On Sept. 1, 1999, post-secondary institutions were required to comply with the Freedom of Information and Protection of Privacy legislation of the province of Alberta. In accordance with this legislation, please respond to one of the following options:

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# Improving Canadian quality of life includes research dollars

## Throne Speech outlines general spending list

By Lucianna Ciccocioppo

The federal government laid out its blue print for governing into the 21<sup>st</sup> century with the Speech from the Throne Oct. 12, promising a better quality of life for Canadians, particularly children and families, and more dollars set aside for research and innovation.

"A positive message was introduced," said Dr. Roger Smith, vice-president (research and external affairs). "It's an exciting program, with respect to the new research chairs."

Governor General Adrienne Clarkson spoke of increased support to the granting councils, "enabling them to forge new partnerships with our universities to attract the best research minds in the world through an innovative program of 21<sup>st</sup> century Chairs for Research Excellence." The federal government hopes to foster greater international collaboration and expand Canadian research expertise in areas such as genomics, climate change and advanced engineering.

### The government will

pay for the creation of

1,200 new research

chairs at Canadian

universities during the

next three years and

another 800 "as soon

as possible."

The plan, "certainly builds on the initiatives of the provincial government, with the ICT (information and communications technology) initiative out of Alberta Innovation and Science, to attract top academic people to Alberta," Smith said. "It's a

timely initiative of the federal government. It recognizes the competitive nature of the marketplace."

In his response to the Speech from the Throne, Prime Minister Jean Chrétien announced Oct. 13 his government will pay for the creation of 1,200 new research chairs at Canadian universities during the next three years and another 800 "as soon as possible." It was billed as part of a wider effort to stem the brain drain of senior academics and young university

graduates to other nations.

As part of "improving the knowledge infrastructure," Clarkson said the government would introduce legislation to create the Canadian Institutes of Health Research, "to provide a model for world-

leading research, bringing together for the first time all the researchers who have an impact on health to undertake shared research priorities."

The federal government also committed to build partnerships for a national action plan on skills and learning and to facilitate the financing of lifelong learning for Canadians.

Details of the government's plan are expected to be announced during the budget outline early next year. ■

### KNOWLEDGE INFRASTRUCTURE: HIGHLIGHTS FROM THE THRONE SPEECH

- Establish the Canadian Institutes of Health Research
- Support a program of 21st century Chairs for Research Excellence
- Foster greater international collaboration
- Facilitate commercialization of research
- Strengthen federal science capacity

## » quick » facts

# Canative Housing donates bursaries, leases house for aboriginal students

By Geoff McMaster

The Canative Housing Corporation has committed \$50,000 to the U of A for bursaries to support Métis students. The money will be donated over 10 years, providing up to \$5,000 each year to a student or students in financial need.

Corrine Callihoo in the student awards office says the donation is "one of the largest we've ever had" for native student bursaries and scholarships.

Canative CEO Herb Belcourt says the money was earmarked specifically for Métis students because they don't have the same access to education funding as other aboriginal peoples in Canada.

"I'm Métis myself, and so is our board of directors," says Belcourt. "When you look at other First Nations, a lot of their education is paid for, or at least a certain amount is." He says the board has been considering a gift like this for the last five years. "Finally one day at our board meet-

ing we said, 'Okay, let's do it instead of talking about it.'

Canative Housing Corporation is a non-profit agency providing low-rent housing for native people in the Edmonton area. The corporation currently has 165 houses. In addition to donating money for bursaries, the corporation has leased a house to Native Student Services to provide accommodation for native students in the Garneau

district adjacent to the university. Called Métis House, the \$300,000 Victorian house

has been renovated to accommodate seven to 10 aboriginal post-secondary students. An aboriginal faculty member will also live on-site to provide academic and administrative services.

The university has only one other housing unit, Northern House, for students from the Northwest Territories, Nunavut and the Yukon. It is a four-unit apartment in HUB International.

"Anything that helps our students is good news to us, and I think it's a really bold step [for Canative] to take," says Lewis Cardinal of Native Student Services. "It's a commitment we like to see from our aboriginal community." ■

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## Corrections

In the Oct. 1 edition of Folio, the appointment notice for Dr. Brian Stevenson should have read: "University of Alberta International welcomes Dr. Brian Stevenson as its new associate vice-president (international)." Folio apologizes for the error.

The foreign student statistic quoted in "Proposal to raise foreign tuition defeated," should have read "about 600," and is the undergraduate foreign student population.

# A professor, his periodicals, their publication and acquisition

**Budget constraints have forced libraries to cancel many scholarly journal subscriptions. What's a researcher to do?**

By Dan Rubinstein

The University of Alberta's annual Celebration of Teaching and Learning is supposed to be a day of festivities. But when mathematical sciences professor Dr. Andy Liu was called to the podium Sept. 9 to receive recognition for two prestigious honors—the 1998 CASE Canadian Professor of the Year award and one of just 10 3M Teaching Fellowships handed out nationally—he had something else on his mind.

During the post-ceremony reception, Liu quietly slipped a handwritten note to university President Roderick Fraser and Chancellor Lois Hole. He says he did not do it to show up or embarrass the administration; he simply felt he was running out of options.

On that piece of paper, Liu explained how the university's decision to stop subscribing to certain scholarly journals was severely hindering his ability to do research. "While this celebration is in full swing," he wrote, "my own position is precarious."

It's been more than one month since that day, but Liu still stands by his controversial move. "It's like doing research with one hand tied behind your back," he says about the very real possibility of losing five of the 10 journals he relies on to do his work in combinatorics.

"This is no way to do things," continues Liu. "If the library dwindles it will eventually disappear. We're expected to do first-class research—and we are. But we have to be well informed. Unfortunately, we're in this mode of professional management. The people who look after the library don't know much about mathematics and don't know how research is done. They're in management mode and I'm an academic. We don't speak the same language."

While other departments face similar cuts, mathematics is different, argues Liu. With no laboratories in which to experiment, reading journals and staying abreast of the field is how professors do their work.

"We're not saying we can't live with some cuts," he explains, "but we have to do it in a sensitive way. This is not the first year of cuts. But now they're cutting to the bone. Not everybody knows how high a priority the library is."

Moreover, says Liu, short-sighted decisions like these do not merely handcuff researchers currently working on campus; they will deter others from choosing the U of A in the future, hurting the school's long-term pursuit of excellence.

"The library has always been a jewel and this could discourage people from coming here," agrees Julie Harris, the Graduate Students' Association's vice-president (internal) and an MA student in the School of Library and Information Studies. "And a library is not something you notice going bad or weakening. It's really hard to determine when it's reached that critical point."

The cancellation of serial subscriptions, of course, is part of a larger financial crunch hitting all corners of campus. Over the last decade, the university's libraries have stopped more than 4,500 subscriptions. But periodical cuts have become more significant—and necessary, some argue—in recent months because of a number of important international factors.

For starters, the Canadian dollar's decline in relation to the American dollar, British pound and other European currencies has resulted in a loss of buying power for Canadian libraries, with more than 85 per cent of academic journals purchased from outside the country.

Secondly, the prices of these journals are also rising steadily. Publishing companies are merging to curtail market competition, increase their own costs by making the transition to new technologies and face rising paper and distribution bills. Major vendors, in fact, have already warned Canadian research libraries to prepare for significant price increases in 2000.

Ernie Ingles, the university's associate vice-president of Learning Systems and chief librarian, also attributes the high price of journals to "pure and outright greed" on the part of some publishers. But he does acknowledge the above factors—and the fact that many publishers put out more issues, larger issues, and face higher manuscript acquisition fees, which weighs heavy on the price.

One journal to which Liu subscribes, *Discrete Applied Mathematics*, costs \$8,400 a year. But there are more than 40 hefty issues annually, he says, adding "on a cost per page basis, it's not outrageous."

U of A Libraries spend nearly 75 per cent of their \$9 million base information resources budget on serial acquisitions. With the price increases,

they estimated spending \$1.13 million more in 1998/99 for the same publications they purchased in 1997/98. At this rate of increase, without cancellations, there will be no money left to buy books in 2000/2001.

"We don't want to do these things," Ingles says about the cuts, "but we're on a budget."

Prices have been escalating for the last 10 to 15 years, he says, and for the most part the school has been able to stave off major cuts. But this year, the pressure and stress were too great—and after a consultation process with faculty over

the summer, the decision to drop approximately 1,800 of 25,000 titles was made.

"There's absolutely nothing in this exercise that brings joy to a librarian's heart," says Karen Adams, the U of A's director of library services and information resources. "We'd really like to buy everything the faculty wants to buy. That would be a librarian's heaven."

According to the U of A Libraries' 1999/2000 operating budget, the university intends to

tackle this problem on several fronts. One strategy involves purchasing more electronic resources (and perhaps sharing them with other schools through initiatives like the Canadian Foundation for Innovation's \$50 million national site licensing program).

Another must, the budget says, is carefully managing the process of canceling serials. "This is not a case of librarians going back into their corners and deciding what will happen," says Adams. "It is very much a consultative process."

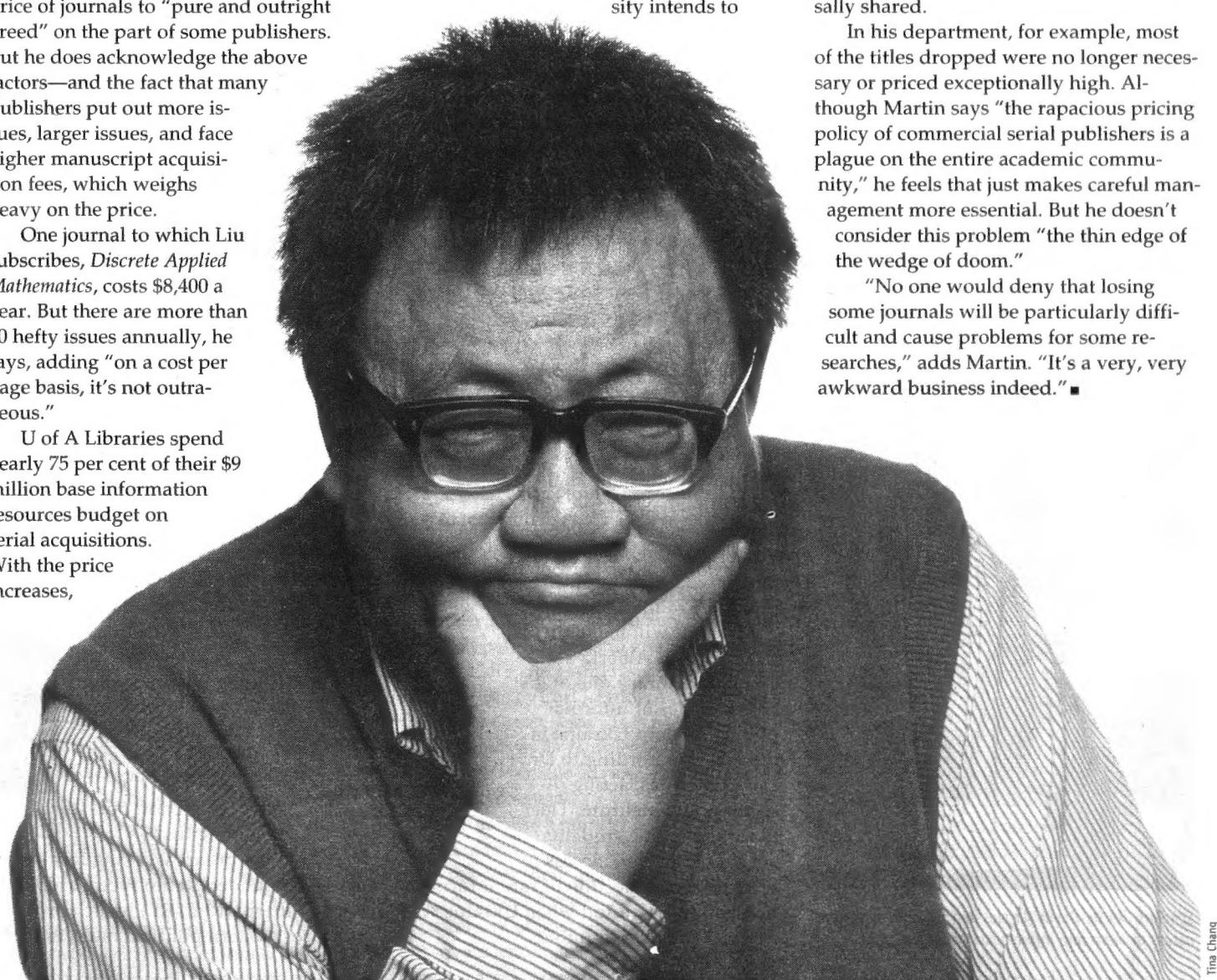
Yet the process itself is being criticized by Liu and other math professors. A questionnaire distributed last April asked them to rank the serials they receive – A for crucial, B for essential and C for desirable. All the journals marked C, about 20 per cent of the math department's holdings, are now slated for cancellation.

Dr. Wieslaw Krawcewicz, a math professor and chair of the department's library committee, says "the whole process of cancellations was based on the use of [this] deception. We were told to rank our journals ... without [being told] that the real meaning of this ranking was: A – 'stay,' B – 'maybe stay,' and C – 'to be cancelled.'"

Dr. Julian Martin, a history professor and chair of the General Faculties Council library committee, says while all departments are being hurt by serial cuts, the view of the math department is not universally shared.

In his department, for example, most of the titles dropped were no longer necessary or priced exceptionally high. Although Martin says "the rapacious pricing policy of commercial serial publishers is a plague on the entire academic community," he feels that just makes careful management more essential. But he doesn't consider this problem "the thin edge of the wedge of doom."

"No one would deny that losing some journals will be particularly difficult and cause problems for some researches," adds Martin. "It's a very, very awkward business indeed." ■



# E. coli toxin can do some good—it kills cancer cells

**Procedure could prolong lives of cancer patients**

By Barbara Every

A potent toxin produced by the bacteria responsible for Hamburger disease has proven deadly for cancer cells that contaminate bone marrow transplants grown outside the body.

The procedure could one day be used to prolong the lives of patients with multiple myeloma, lymphoma and breast cancer. A team of researchers at Princess Margaret Hospital's Ontario Cancer Institute, the Alberta Cancer Board/Cross Cancer Institute and the University of Alberta developed the treatment.

Dr. Jean Gariépy, a professor in the Department of Biophysics at the University of Toronto, pioneered the technique. Drs. Andrew Belch and Linda Pilarski, professors in the Department of Oncology, University of Alberta, applied it to multiple myeloma, an uncommon cancer of the immune system located in the bone marrow

with an average survival rate of five or six years. In Edmonton, there are 40 to 50 new diagnoses of this incurable disease per year.

Treatment consists of high-level chemotherapy, which kills normal blood cells along with cancerous cells. Patients are then "rescued" by growing blood stem cells (blood cell precursors that originate in the bone marrow) and transplanting them back to the patient after chemotherapy.

"Most people do not have a relative or identical twin who can donate a matched graft," says Pilarski, so the cells "are collected from the patient's body in the early stages of the disease."

The current flaw, says Belch, is stem cells are probably contaminated with cancer cells—and "relapse is almost inevitable."

With the new technique, however, a toxin from E. coli recognizes and destroys

A toxin from E. coli recognizes and destroys cancer cells effectively without harming healthy stem cells. Pilarski likens the process to picking out the dark sunflower seeds that have "contaminated" a handful of wheat grains.

cancer cells effectively without harming healthy stem cells. Pilarski likens the process to picking out the dark sunflower seeds that have "contaminated" a handful of wheat grains. The cells are tested extensively to ensure the toxin is completely washed away before reintroducing them to the patient.

The scientists do not know for certain whether the cancer returns by means of

residual cells in the body or reintroduced cells. But they hope purging the transplant of cancer cells will one day provide a cure rate, and allow "more intensive treatment to eradicate cells left in the body," says Belch. He considers multiple myeloma a test model—one that "could be expanded to a much broader group of patients."

Although the lab results look promising, clinical trials of efficiency and safety are six months away. "Once we know it's safe to go back into patients, it's a potentially useful treatment therapy for most people who receive bone marrow transplants here," says Pilarski.

"It's a big step between our speculations in the lab and what happens in clinical practice," adds Belch, but "we think this should offer hope to our patients over the long term." ■

## No time for laurel-resting for this Killam professor

By Dan Carle

Dr. Debra Shogan is a long-time University of Alberta professor and former women's basketball coach who wonders mostly why the heck titles seem to define us. We're not just Theodore or Maxine, we're president of this, coordinator of that. We've titles, it seems, to hang onto or hang by. It's not a light line of work for Dr. Shogan, an expert questioning expertise.

"My work is about trying to notice the various ways in which expertise is produced," Shogan said. "How people become established as experts...In a way awards like Killam Professorships are something I want to question, for myself, to the extent it also establishes me as an expert within the university."

Shogan, a professor in the Faculty of Physical Education and Recreation, is a recipient of the Killam Professorship. Now in her 26th year teaching at the university,

she has published 24 articles and has received two Social Sciences and Humanities Research Council (SSHRC) grants. Her research in sport ethics produced a book, her third and latest, called *The Making of High Performance Sports: Discipline, Diversity, and Ethics*.

"I like the book because it puts me into contact with the first 11 or so years of my university career when I was the women's basketball coach," said Shogan, who guided the Pandas for 11 seasons between 1974 and 1984. Her office is two floors above the gym she once called home, but her current perspective is far from the coach that ran the floor with fervor, guiding the Pandas to four national championship tournament appearances.

"Athletics, or any other enterprise in life, can never totally consume a person," she said before admitting her coaching career was all about consumption. This



Shogan: an expert questioning expertise.

make people conform, and the role experts play in that. And so that works in many contexts."

Judy Davidson counts Dr. Shogan as her adviser in the PhD program in physical education and recreation, along with four other PhD students and three master's students.

"I believe she is the leading and most senior scholar in the area of sport discourse analysis and post-doctoral theory in Canada," Davidson said. "Here is somebody who is in the latter part of her career and is still willing to learn new intellectual paradigms.... at a time when she could be sitting back and resting on her laurels."

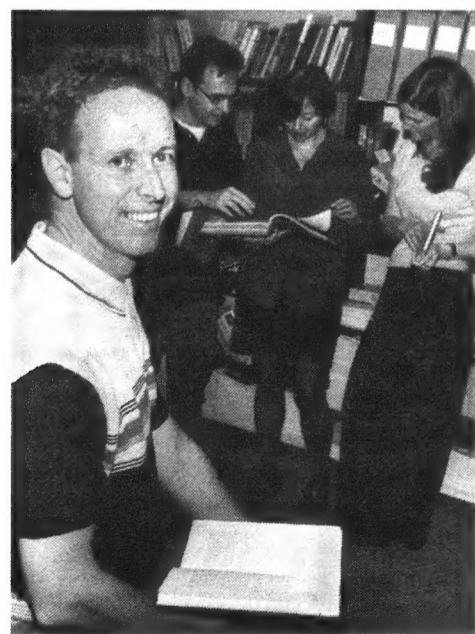
There is no time to rest for Dr. Shogan, it seems, because there are always things to learn.

"I'm more interested in how we find some ethical—what we call ethical—issues important and not others... and how [these issues] have come to prominence."

Debra Shogan, by her Killam Professorship selection, is clearly a prominent scholar in the area of representation. Just don't call her an expert. ■

## Cold War now history in augmented Ukrainian library

By Peter Pachal



For history PhD student Serhy Yekelchyk, researching his thesis just got much easier, thanks to the generosity of a former Cold War analyst. Dr. Roman Solchanyk, a former analyst for Radio Free Europe, has donated his entire collection of research to the campus-based Canadian Institute of Ukrainian Studies.

The gift will make the University of Alberta's Ukrainian library one of the best archives of information on modern Ukraine in the world, according to Dr. David Marples, acting director of the institute. The library will give students such as Yekelchyk access to an extensive collection of rare information about the period when Ukraine was a Soviet Socialist Republic.

The gift will make the University of Alberta's Ukrainian library one of the best archives of information on modern Ukraine in the world.

"This is a comprehensive collection of information pertaining to Ukraine for the period after World War II," says Yekelchyk. "If I wanted information on dissidents, for example, official newspapers would not be helpful. Soviet and Ukrainian newspapers are already available on microfiche here, but that is [Communist government] processed information."

Solchanyk built up the collection during his 17 years working for the U.S. Congress-funded Radio Free Europe/Radio Liberty (RFE/RL), which broadcast pro-Western political radio to Eastern Europe during the Cold War. The organization, based in Munich then Prague, also monitored all media coming from the Eastern bloc.

His collection fills two sofa-sized bins, each containing about a dozen boxes, many of which originally held various brands of German beer.

Opening a typical file reveals about 20-50 pages of Ukrainian newspaper clippings and media transcripts, each page covered in Solchanyk's own red-pencil notes.

The Ukrainian Research Institute at Harvard University was the only other place in North America to which Solchanyk considered donating his collection. He chose the U of A for its focus on modern Ukrainian studies. ■

Scholars like Dr. David Marples and students now have access to more rare information about the Ukraine.

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# Waking up Colombians to their violence key to reform

## Country has been decaying for a century and impact is moving beyond its borders—to Ecuador

By Dr. David Johnson, Department of History and Classics

The recent kidnapping of seven Edmontonians in the oil-rich province of Sucumbíos, Ecuador bordering Colombia surprised many Albertans. To those familiar with Colombia and its recent history, the event followed a well-established and frightening pattern.

The roots of civil conflict and violence extend beyond the beginning of the drug trade—and not only to 1948, the year often cited in the media—when a popular leader was assassinated resulting in waves of sectarian violence, but further, at least to 1899. That year marked the start of the War of the Thousand Days, Colombia's bloodiest war since independence and the fifth costliest war in Latin American history. In spite of its theoretical democracy and relatively impressive economic record, which until last year had posted continued economic growth annually since 1932, Colombia has experienced the incremental growth of violence and social breakdown for a century.

Colombia is now the only Latin American country involved in civil war, a highly complex war where nearly forty million people, the third largest population in Latin America (after Brazil and Mexico), are subjected to a conflict between three guerrilla groups: the army, the national police, and the paramilitaries and the narco-traffickers. The cities are now islands of relative stability while people fear venturing into the countryside and the dangers are far worse for rural dwellers. One measure of the magnitude of the war is the number of people displaced from their homes, seeking refuge in the cities and beyond Colombia's borders: four per cent of the population which, if accurate, indicates up to two million people. A comparison to other areas of the world perhaps justifies a *Miami Herald* article entitled "The Kosovo Next Door." In 1998 there were 194 massacres which killed 1,231 rural Colombians, and these were distinct from the daily battles between military groups.

The abduction of the 12 foreigners in September must also be seen in the context that there are more kidnappings in Colombia than in all of Latin America combined. Since Jan. 1, 1996, 6,957 people have been taken and 1,854 remain in captivity. Worse yet, the trend has been accelerating: there were 1,600 abductions in 1998 and 1,862 as of Sept. 9 this year, indicating the total will be more than 2,000 by year's end. Subversive groups of both right and left are held responsible for about two-thirds of the total and the rest attributed to common criminality. Abduction of the rich has been a traditional way of financing war but has been exacerbated in the last year by the introduction of the "pesca milagrosa" or miraculous fishing, where cars and buses are stopped at random in the hopes of finding someone of value.

While often labeled political, many Colombians view kidnapping as "negocio," a business. The returns from ransom are only exceeded by revenues from drugs. This income has enabled the guerrilla to purchase weaponry which many claim is more sophisticated than what the army possesses.

A crucial factor in the war is the fantastic wealth of the narcotics business. Protection by the guerrilla or the paramilitaries in the zones under their control (about half of Colombia) has enabled them to expand production in spite of eradication efforts. While the FARC (Armed Revolutionary Forces of Colombia) claims they don't encourage the drug trade, no one believes them. This indicates a larger problem. As successful as they have been militarily, the guerrillas have failed ideologically at winning sympathy in the cities. The omnipresence of this war of multiple fronts has contributed to a generalized culture of violence in society at large. In recent years, Colombia has had nearly 30,000 homicides annually. This amounts to 80-90 per 100,000 inhabitants. This compares to the Canadian homicide rate of about 2 per

100,000 or the American rate of about 5 per 100,000.

The explanation of why Colombia has become such a violent place is the central question for the country's social scientists and is far too complex to answer in this short essay. Colombia has been a country rich in resources and opportunities but these have been denied to the majority of its citizens. Colombians have become inured to atrocities unimaginable to Canadians and thus the headline in the *National Post*

at the time of President Pastrana's visit, "The Most Dangerous Nation on Earth."

Two years ago a noted Colombian brain surgeon captured the essence of the issue when he said, "The problem is that *nada nos asombra* (nothing astonishes us)." Believing TV viewers were no longer paying attention to the news, the government passed a law stating all stories on the war and violence would be broadcast in black and white in order to make people think. This means 70 per cent of the evening news is now broadcast in black and white.

After years of a relatively sound economy, in part stimulated by drug profits, Colombia this year has had to face recession with more than 20 per cent unemployment and a 29 per cent devaluation of the peso. International investors have lost faith and Standard and Poors has dropped Colombia's credit rating to B, down from A3. Many Colombian investors are now channeling their capital to Florida.

Finally, one must consider the enhanced involvement of the United States in Colombia. Stemming from its concern about the impact of cocaine and heroin in the United States and its preoccupation about the "Colombianization" of neighboring countries, the United States has not only expanded its anti-drug program but has been



Tina Chang  
involved in the professionalization of the Colombian military. The August article by Secretary of State Madeleine Albright in the *New York Times*, the visits to Colombia of Barry McCaffrey and other Clinton administration officials as well as President Pastrana's meeting with the American president, mark a major shift in U.S. policy. The problem is no longer perceived as solely drugs but rather of a "narco-guerrilla" which means a shift in the destination of American aid.

Given all of the above, it should no longer be a surprise that Sucumbíos province in Ecuador bordering FARC controlled territory has become a target. In the rapid changes of the last five years, Ecuadorians have felt their own injustices sharpened. With the development of petroleum, the area has become one of the most conflictive areas in the country. Apart from petroleum exploration, Sucumbíos has become a zone of arms smuggling, contraband and drug trafficking, attracting all the kinds of individuals associated with these activities. In short, whether or not the foreigners were kidnapped by the FARC or by Ecuadorian criminals, the pattern established on the Colombian side of the border is now a reality in Ecuador.

While visiting Colombia this summer I was struck by how much worse conditions had become in the year since I had last been there. Colombians from all walks of life expressed their revulsion at the war and violence, and there was widespread accord that it must end. Many people are now taking an activist position designed to bring pressure on the government, the guerrillas and the paramilitaries to establish peace.

Now they are astonished, and in this I found a cause for optimism. ■

## folio letters to the editor

### A MOVIE REVIEW FAN

I was disappointed to see the movie review column was missing from the Sept. 17 issue of *Folio* (Vol. 37, No. 2). I enjoyed the format and content and would like to compliment the reviewers on their previous submissions. The pictures were excellent, too.

I hope the omission of the column was not a permanent one!

Linda Chapsky  
Clinical Trial Coordinator,  
Laboratory Medicine, U of A Hospitals

### HELP IS OUT THERE FOR PHD JOB SEARCHING

Applaud Ms. Pannack's article ("PhDs need to conduct more than academic research. How about some career planning?" *Folio*, Oct. 1, 1999) about avoiding becoming a "taxi-driver with a PhD." However, like the weather, career planning for graduate students seems to be something everyone talks about, but no one ever does anything about it. That is a shame, because there are

numerous resources available for graduate students and their mentors on this topic.

For instance, *To Boldly Go* by Peter S. Fiske (American Geophysical Union, 1996, <http://earth.agu.org/careerguide/>) is based on seminars from the Stanford University Career Planning and Placement Center. It provides a wealth of advice to anyone seeking an advanced position. It emphasizes that graduate training develops a number of skills that are important in a variety of careers. However, simply having such skills will not land you a job. It also stresses career planning does not start with looking for a job. Rather, career planning is a host of professional and personal actions undertaken to educate oneself and the outside world about your unique talents, gifts, and capabilities. This starts with self-assessment (Who am I? What are my interests? What are my work-related values?). The next stage is exploration of the marketplace through networking and information interviews. And only once all these steps are

done does one move into the actual job search phase. Discussion of this latter phase is illustrated by six case studies of tailoring resumes for particular jobs.

Fiske also reviews a number of books of value in career planning. A few of these are:

• *Getting What You Came For: The Smart Student's Guide to Earning a Master's or Ph.D.* by Robert L. Peters, Farrar, Straus & Giroux, Inc., 1992.

• *A Ph.D. is Not Enough!*, P.J. Feibelman, Addison Wesley, Reading, MA, 1993.

The book covers topics primarily of interest to individuals starting their careers in science, such as: how to choose a thesis adviser and a post-doctoral position; how to give talks and write papers; what happens in a job interview and what you may be asked; how to prepare a successful grant proposal and establish a successful research program.

The books by Carl J. Sindermann such as *Winning the Games Scientists Play* (1982) and *Survival Strategies for New Scientists* (1987) also provide valuable advice, although more restricted to scientists.

There are also a number of Web sites devoted to issues related to success in a career in science. These include *Science's Next Wave* from the American Association for the Advancement of Science (<http://nextwave.sciencemag.org/>). *Science's Next Wave* is a weekly on-line publication that

covers scientific training, career development, and the science job market. The University of Alberta subscribes to this service, so it is available to all students on campus. This Web page also features a career column by Peter Fiske.

The Career Planning Center (<http://www.nas.edu/osep/cpc.nsf>) sponsored by the National Academy of Sciences provides electronic bulletin boards on graduate schools, post doctoral careers and teaching, an advice service which will match you with an on-line mentor (professionals can also volunteer to act as mentors), and provides job postings.

Finally, if we are to give our students a competitive advantage, career planning for graduate students cannot be left as a passive endeavor. Already, biochemistry graduate students at the University of Toronto have established a seminar series on career issues (<http://nextwave.sciencemag.org/cgi/content/full/1999/10/07/5>). Further, other schools such as the University of Calgary have courses on management of science and engineering teams and on teaching at the university level. It is imperative that such efforts be undertaken here at the University of Alberta.

Yours sincerely,  
Dr. Charles A. Lucy  
Professor of Chemistry

# Requiem for Eaton's

By Dr. Lloyd Steier, Department of Strategic Management and Organization

The recent demise of Eaton's marks a significant event in Canadian retailing and in the lives of many Canadians. Indeed the 130-year-old company was founded at nearly the same time as this country. Like most Canadians, I have my own personal memories of this once-great company. These memories range from growing up in Western Canada in the late '50s and '60s to having the opportunity, as a management scholar, to meet members of the Eaton family.

While I have shopped at major Eaton's stores across the country, my strongest memories are distinctly rural. The arrival of an Eaton's catalogue was a big event in our house, particularly the Christmas catalogue. My sister and I often spent the evening learning to "share" because we both wanted to read it at the same time. (Yes, my friends, you can "read" a catalogue!)

Items were circled. Dreams were cast. I also vividly remember the day my mother and I sent a catalogue order via the local post office for my first pieces of new

hockey equipment: shin pads, gloves and a Toronto Maple Leafs' sweater. There followed an agonizing wait wherein I stopped at the post office every day after school to inquire about the order. The day the parcel finally arrived the postmaster, nearly as excited as I was, came out from behind his wicket to help open it. I recall my sister and her friends playing "paper dolls" for hours with images cut from pages of out-dated catalogues. I suspect we were like most folks—Eaton's provided a significant portion of our goods and services but the relationship somehow seemed to run deeper than that.

So what happened? Why did this once great firm fail? The discipline of strategic management and the related area of family business provide useful, albeit partial, insights.

The field of strategic management emphasizes some fundamental questions: Who is our customer? What are our competitors up to? What business are we in? What changes are occurring in our macro or industry environment? Eaton's didn't

do well at asking—or answering—these basic questions.

The 1990s witnessed massive changes in the competitive landscape of the retail sector: greater market segmentation, internationalization, advances in information processing, the Internet and new competitors in both the "boutique" and "big box" categories. Companies that once held "near monopolistic" positions in their markets, like Eaton's, sometimes find it difficult to recognize the need for change and adapt accordingly. It is well documented that, ironically, successful firms often fall victim to the "perils of excellence." Fundamentally this concept suggests past success leads to complacency, and a subsequent reluctance to reconfigure strategies, structures and systems more aligned with new realities—even though the firm is receiving clear signals changes may be necessary. This inaction leads to decline.

A brief look at a recent retailing success story, Wal-Mart, provides some answers to what went wrong for Eaton's.

Wal-Mart was able to develop a most successful "strategic template." Some of Wal-Mart's key strategies include: low sales and administrative expenses, highly sophisticated information systems and "point of sale" inventory replacement sys-

tems, efficient distribution centres, locating in areas of customer demand, aggressive growth, international expansion, and huge volume purchases enabling "best prices" from suppliers. Most important, Wal-Mart knows whom its customers are and is able to give them what they want at reasonable prices.

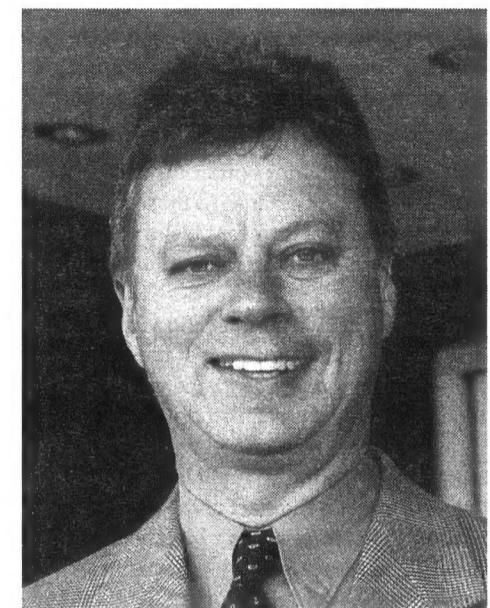
In recent years Eaton's struggled to maintain a customer niche. While not all of Wal-Mart's strategies would have worked for Eaton's, significantly much of the information about what they were doing right was public domain yet Eaton's appeared to do little in way of response. Only in later years, when faced with significant

losses, did Eaton's desperately try to recreate the firm. However, their efforts at strategic renewal could be characterized as "too little, too late." Sometimes they just plain got it wrong. They abandoned some product lines that turned out to be immensely profitable for competitors such as Sears. Early attempts at introducing complex information systems failed miserably. Attempts to move into more "trendy youth fashion lines" also failed to attract the desired customers, while at the same time alienating some of their older, more loyal customers.

Realities of the competitive environment dictate that department store retailing is a tough business to be in. The fact Eaton's was a family firm further complicated the challenge. While there are many advantages to operating as a family business (in reality it is a dominant organizational form world-wide), this approach to organizing enterprise has its own unique set of challenges. Sustaining and passing on the entrepreneurial spirit from generation to generation is recognized as a universal problem. Simply put, later generations often have a difficult time duplicating the drive, creativity and passion of the original entrepreneur.

This dynamic also creates all kinds of interesting ironies. Returning to the Wal-Mart example, in the early 1960s Sam Walton was running a "five-and-dime" store in rural Arkansas while Eaton's was lauded as a retailing giant. Sam Walton's passion for retailing enabled him to create an incredibly large firm in a short period of time. Clearly the original Timothy Eaton had a passion for retailing akin to Sam Walton's. Subsequent generations found it difficult to sustain this passion.

The family business literature contains many scenarios of "build" or "destroy" within a single generation; however, the challenges are more than just keeping the entrepreneurial spirit alive. As these organizations grow and evolve into sibling partnerships and cousin confederations, the dynamics between ownership, management, and family issues become increasingly complex. The policy of keeping



Steier: Firms and the people in them need to change with the times.

a family member as CEO or chair of the board allows for a very limited pool from which to choose top management. Anointing one family member over another can also lead to an interesting dynamic that can have long-term negative effects on the firm. On the other hand appointing an outsider to a key position has another special set of problems as ownership becomes increasingly removed from strategic control. Outside shareholders can further complicate decision-making. Ultimately, as the firm grows effective governance is a critical issue that is not easily resolved.

In summary, I lament the loss of Eaton's. My strongest memories of the firm in its heyday are of a different era: a time when nearly everyone relied on a relatively small number of retailers to provide their goods. Consumers now enjoy a wide variety of choices and nostalgia plays a very small role in consumer purchasing decisions.

I conclude with a line from the well-known Bob Dylan song of that earlier era: "The times they are a changing." Firms, and the people in them, need to change with the times. Sadly, Eaton's didn't change enough.

Dr. Lloyd Steier is an associate professor in the Faculty of Business. He was recently appointed to a Professorship in Entrepreneurship and Family Enterprise. ■

## Building boom streamlines construction management practices

By Lucianna Ciccocioppo

An increase in construction projects on campus and their multiple sources of funding has changed how the university manages and practices its construction projects, said Vice-President (Finance and Administration) Glenn Harris.

"We've out-sourced all of the construction management projects with Stantec Consulting...because we need their professional expertise and also to have access to their methodologies and approaches," said Harris. He said the university invited the provincial auditor general to review its practices to help implement the necessary changes.

"We were aware of some deficiencies," said Harris. "We just needed a more complete understanding of what we were dealing with to help develop solutions."

The auditor general's 1998-99 annual report recommended the U of A strengthen its contract management systems by: ensuring contracts are executed in advance of the start of all construction projects; ensuring competitive bidding policies are followed and change orders processed only when warranted; and improving the process to evaluate contractor performance.

"The university construction management and policies were very much anchored in the way business was conducted 20-30 years ago," said Harris. "We've gone through a long period of relative inactivity and downsizing, and then, all of sudden, we have this huge capital program [over the last 18 months]. Not only are we doing a lot of capital work, but the nature of that

work has changed," he said. "It has to be done much more quickly, the funding sources are more complex, and the projects are more complicated." As a result, the university did not have the most effective internal systems and policies in place, he added.

A copy of the auditor general's report pertaining to the U of A was available and tabled at the last Board of Governors meeting in September, said Harris, and he forwarded a letter to indicate the board agreed with the recommendations.

"What we've done goes beyond the recommendations... Doug Dawson has been appointed director of capital programs, to work closely with Stantec," said Harris. As a result, the Construction Project Management unit has been made redundant and four people have been let go.

In addition, the auditor general's report recommended the university implement an annual review to disclose private interests likely to create conflict of interests for those staff involved in construction management, to define a code of conduct for all staff, and to ensure these policies are enforced.

In the course of the university looking into the concerns, the possibility of professional wrongdoing became apparent, said Fran Trehearne, associate vice-president (academic administration).

"A complaint under Clause 16 of various collective agreements has been made and an investigation is under way. A decision will be made whether professional misconduct has occurred and if so, what penalty would be appropriate." ■

# Gabriel Dumont in Paris a "novel history" of an enigmatic leader

By Geoff McMaster

If there's one thing that gets Jordan Zinovich's back up, it's the word "revision" when applied to history. It's often used by the right to discredit the left, he says, and it also implies one true history in need of correction.

He prefers to say his latest book—a fusion of historical documents, fictional voices and poetry—"enlarges" on what we already know about Gabriel Dumont, Louis Riel's military leader during the Northwest Resistance of 1885.

"I am not trying to rewrite the history," says the B.C.-born and Alberta-educated historian, novelist and editor, now living in New York City. "I'm trying to provide insights into moments that have almost become stereotypical."

He calls *Gabriel Dumont in Paris*, published by University of Alberta Press, "a post-structuralist, multi-vocal, episodic novel" without a continuous narrative. Above all, it's a fictionalized character study, he says, which has really never been done before.

Dumont rose to prominence as a Métis leader between 1860 and 1870. Although he couldn't read or write, he helped his Saskatchewan community draw up petitions to the federal government seeking farm assistance, representation on Territorial Council, schools and land grants. In 1885, when Riel declared a provisional government, Dumont became the "adjutant general of the Métis people." His small army had some success against federal forces at Duck Lake and Fish Creek, but was decisively beaten in May 1885 after a four-day battle near Batoche, Sask.

Most of what we know about Riel's right-hand man has come down to us through personal commentaries of those who knew him, and interviews with those who transcribed his words. For Zinovich, these documents leave a great deal of

room for speculation. And the principal biography on Dumont, written by George Woodcock in the 1950s, is an impressive enough work, but somehow misses the mark. So do a number of successive attempts to capture the enigmatic leader.

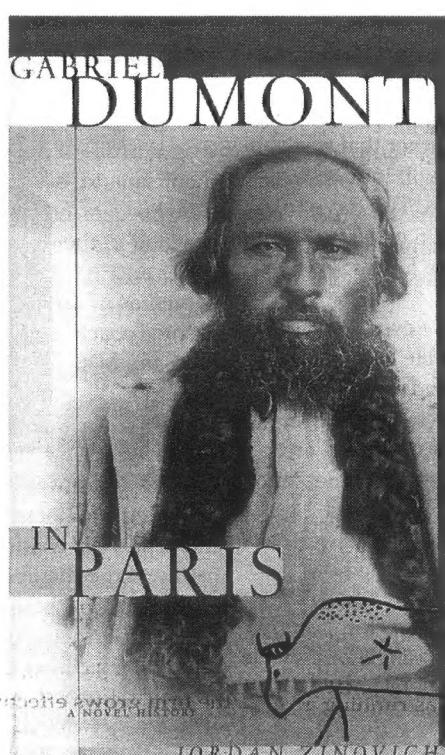
"I found working on it very early that I couldn't do a conventional history," says Zinovich. "Woodcock did as good a job as could be done, but his sourcing was dubious ... and he used the Métis as templates for his own emerging view of anarchism.

"People like (Rudy) Wiebe and others tend to romanticize. They make him big in universal terms, rather than small in personal, emotional, intellectual terms."

And so in the afterward to his book, Zinovich acknowledges his imaginative efforts to get at the particulars, even if sometimes inconsistent, of a charismatic figure able to move people to action: "Though I have tried not to take too many liberties, fiction has allowed me to explore Gabriel's story by bridging gaps in the documentary record and attempting to excavate some of his interior life."

At the same time, he says *Gabriel Dumont in Paris* is "very, very close to the history. There's nothing bogus in it. The emotional tones are enhanced, and the metaphoric conceits are developed."

Zinovich stresses he's not claiming any kind of authoritative position. As with many contemporary writers of historical fiction, it is ultimately up to the reader to do some of the hard work of excavation. "Who was Gabriel Dumont?" says one of many characters in the prologue to this imaginative exploration. "I cannot completely answer that for you—you must find the truth of him yourself; if that is your concern." ■



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University of Alberta faculty are invited to submit applications to receive funds in support of international activities with U of A partner institutions.

Priority will be given to applications with matched funding and grants will not normally exceed \$2,000. The International Activities Fund committee is chaired by the Associate Vice-President (Academic) and includes faculty members.

Application deadlines are November 1, March 1 and July 1. Guidelines and application details are available from International Relations (2-10 University Hall) or the International Centre (172 HUB International, sidewalk level, door 9101).

Contact Barry Tonge (barry.tonge@ualberta.ca) for information.



# 1999 Alumni Wall of Recognition inductees

## Steadward as she goes

**Robert Steadward, '69 BPE, '71 MSc**

By Peter Pachal

For Dr. Bob Steadward, the accolades just keep pouring in.

In the past six months, the campus-based president of the International Paralympic Committee has received the Order from Iceland, is a 1999 inductee to the University of Alberta's Alumni Wall of Recognition and has been appointed an Officer of the Order of Canada, one of the country's highest civilian honors.

"It's the most humbling experience you can go through, to receive that letter from the Governor General," says Steadward. "Why would they want to give me the Order of Canada anyway? I've always been a believer that no one does anything on their own."

Helping other people do things is something Steadward, who holds a PhD in physical education from the University of Oregon, knows a lot about. Steadward's resumé lists just about every job imaginable that has to do with university and disabled sports. At the U of A alone, he served as athletics chair from 1985 to 1989, established the Rick Hansen Centre, a sport and research facility for the disabled, created the Sports Wall of Fame and founded the Green and Gold Athletic Society.

Sport has always played a central role in his life, Steadward says. Growing up in

Steadward says he's encountered the "dark side" of sport at the international level, but the lessons he learned growing up were instrumental in making good decisions in those situations.



the small Saskatchewan town of Eston, he says there was little else to do when he wasn't farming but play sports. He says he excelled at hockey, football and baseball, and pursued track and field at the university and national levels. Putting academics ahead of his own sports career limited him as an athlete, he says.

"Perhaps it wasn't the best decision at the time, but it was a conscious one," he says. "I don't think I quite reached my potential as an athlete in some sports. When I look back now, I see myself as a bit of an underachiever."

While he was attending the U of A in the 1960s, Steadward planned a wheelchair basketball tournament, which would

prove to be a pivotal turning point in his life. As he rose from local organizer to national coach of disabled sport, Steadward became heavily involved in its administration and realized he was dissatisfied with the direction it was taking at national and global levels.

This ultimately led to him helping create the International Paralympic Committee in 1989 and serving as its first and only president ever since. Steadward says he's encountered the "dark side" of sport at the international level, but the lessons he learned growing up were instrumental in making good decisions in those situations.

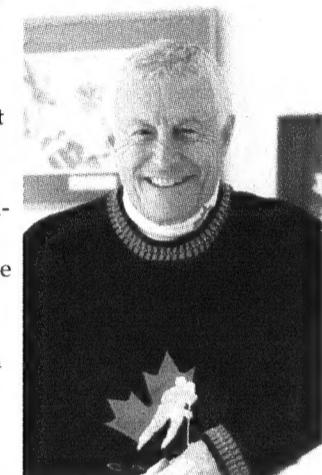
"There's always a dark side," says Steadward. "There's always the possibility that money, bribery—whether that be scholarships or payoffs—will influence you in the wrong direction. You have to have a strong personality in order not to get led astray. If you're the leader, you have to lead by example."

Steadward's work has never kept him from being a family man. He has a wife, Laura, of 32 years and Steadward's two daughters, both schoolteachers and U of A alumni, were married this summer—only a week apart. His youngest, one-time Pandas field hockey great Bobbi Jo, wed former Bears hockey captain Troy Hjertaas while her sister, Tommi Lynn, tied the knot with Hjertaas' best friend and ex-teammate Hal Christiansen the following week. "It was easy to have two weddings a week apart since the wedding parties were the same," says Steadward.

"To have all that happening plus two daughters getting married, I couldn't ask for a more spectacular summer. What a way to finish the century!" ■

## Clare Drake, '58 BEd, '95 LLD (Honorary)

Clare Drake is the most successful coach in the history of Canadian college hockey. Under his leadership, U of A Golden Bears hockey teams won 697 games, six national championships and 17 Canada West conference titles. He has also coached football. In 1967-68, his Golden Bears teams won national titles in hockey and football. Drake was also a co-coach of Canada's 1980 Olympic hockey team. He coached gold-medal teams at the World Student Games and at the Spengler Cup tournament. In addition, he coached in the NHL, and served as a mentor coach for Canada's national women's hockey team.



Throughout his career, Drake provided leadership to hockey coaching development, and his writing contributed significantly to the theoretical background on the Canadian Coaching Certification Program. He has conducted coaching workshops and hockey clinics throughout North America, Europe, Asia and Australia. Drake was twice named Canadian Interuniversity Athletic Union hockey coach of the year, and was inducted into the Alberta and Canadian Sports Halls of Fame.

## Perseverance pays off

**J. Wilton Littlechild, '67 BPE, '75 MA, '76 LLB**

By Lauren Podlubny

As the first Treaty Indian to achieve a law degree in Alberta history, J. Wilton "Willy" Littlechild has paved the road for countless aboriginal Albertans after him. Littlechild says his original plans were to pursue a career in physical education, but "in 1977 there were only five Indian law students in all of Canada. I didn't really have a choice but to get into Indian Law."

Faced with the daunting task of addressing "greater issues for [his] people", Littlechild has dedicated his career to doing just that. Shortly after receiving his law degree in 1976, Littlechild was involved in a lawsuit against the Canadian government.

"In the 1980s, Canada patriated the constitution, but there was nothing in Canadian law that protected Indian rights. The only way we could entrench Indian rights was to put it in the constitution before it was returned to Canada." Littlechild has worked tirelessly for the protection of Treaty Indian rights, and consequently

The projected date for ratification of the Declaration on Indian Rights is 2004, but Littlechild sadly says he doesn't have much faith: "We're not anywhere near getting it passed."



"there is more emphasis put on Treaty Rights than ever before."

His career is peppered with several influential endeavors, including serving within the auspices of the House of Commons and receiving the 1988 Paul Harris Fellowship Award from the Rotary Clubs of Canada. In 1999 he joined the ranks of other incredible Canadians when he was awarded the Order of Canada. ■

Since 1977, his primary focuses have included the ratification of the Declaration on Indian Rights and serving as a member of Parliament. He resigned his political seat in 1993 in an effort to dedicate more time to his family. Littlechild says it was important to spend that time with his three children, and is thankful he did so. After his hiatus, he has returned to the political arena, and consequently is "back travelling a lot again."

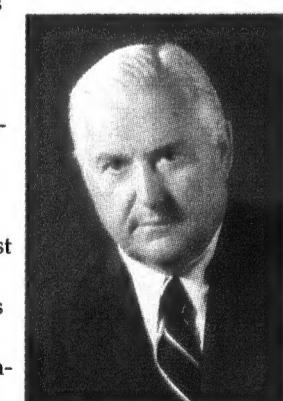
Littlechild has practiced international law at the United Nations for many years and says he will continue to do so, at least until 2004. "I'm in for the long haul. I don't know that I could ever step away from that," he says with a laugh. "I'll go to the wall and see what happens when I get there." The projected date for ratification of the Declaration on Indian Rights is 2004, but Littlechild sadly says he doesn't have much faith: "We're not anywhere near getting it passed."

When told he would be inducted into the University of Alberta Alumni Wall of Recognition, Littlechild says he experienced "mixed emotions. You don't really set out to get those kinds of awards." Once the shock wore off, he felt "tremendous pride. It's quite an honor because it takes in all the university community. You can't really phrase it in a way that will capture what you feel; it's a great elation." ■

## Eric Geddes, '47 BComm, '80 LLD (Honorary)

Eric Geddes has worked tirelessly to improve the quality of life in Edmonton, to serve his profession and his alma mater. He is a former president of the Edmonton Chamber of Commerce, the founding chair of the Old Strathcona Foundation, and a trustee and former chair of the Winspear Foundation. Geddes was the former managing partner of Price Waterhouse's Edmonton office. He was a member of the U of A's Board of Governors from 1972-78 and served as its chair for three years.

Geddes founded Edmonton's Advanced Technology Project, and served as the first chair of the board of trustees of the Alberta Heritage Foundation for Medical Research. Later



he chaired two centres established under the national Networks of Centres of Excellence program. In 1989 he received the Order of Canada. Given his outstanding contributions to the community, Geddes received the inaugural Alberta Science and Technology (ASTech) Leadership award in 1990.

# Office of Human Rights 1998-99 Tribute to You!

**Through education, encouragement, influence and information, the Office of Human Rights engages the campus community in realizing the University of Alberta's goal of a respectful and inclusive learning, research, and work environment.**

**(Office of Human Rights Mission Statement)**

**A**s part of our work in the Office of Human Rights, we strive to "support those endeavours undertaken by others which, directly or indirectly, promote human rights, equitable treatment, and respect on campus" (Office of Human Rights Mandate). We encounter many members of the University community who consciously incorporate promotion of human rights, equitable treatment, and respect on campus into their work endeavours. We, the staff in the Office of Human Rights, want to recognize, to endorse, and to applaud your efforts hence we offer this tribute to you.

The Office of Human Rights thanks and applauds all members of the University of Alberta community for their contributions toward enhancing human rights, equitable treatment, and respect on campus. Thank you each and every one!!

...unfortunately, we do not know you all, and we do not have room for all whom we do know, so we are turning the spotlight on a few...

We have selected the following people in the belief that each has left his or her golden thumbprint on a range of endeavours which promote human rights, equitable treatment, and respect on campus. A special thank you to these colleagues.

**For their efforts to facilitate the human rights goals of the University of Alberta:**

**Sally Butt and Kevin Moodie:**

Sally and Kevin supported the reproduction of our 1998-99 *Differing Realities* poster on the cover of the University Telecommunications Directory. Sally and Kevin's sense of delight with both the poster and the cover idea soon translated into a finished product. Now the creative efforts of talented students have been placed into the hands of virtually every employee on campus. Thanks to Sally and Kevin each of us have a regular glimpse of "Differing Realities Co-existing Together". **Thank You, Sally and Kevin!**

**Nancy Hannemann, Fran Trehearne, and Doug Weir:**

Quietly working behind the scenes, these three people conceived the idea of a University of Alberta Visiting Lectureship in Human Rights. Drawing on the many talents and skills resident in the University community, they, and their colleagues on the lectureship planning committee, succeeded in bringing about the amazingly successful inaugural lecture delivered by Archbishop Emeritus Desmond Tutu. By their actions, these three demonstrated that leadership in the area of human rights is often a process of clearing a path so others are able to step forward and contribute. **Thank You, Nancy, Fran, and Doug!**

**Margaret Haughey:**

If you have met Margaret Haughey, you know that she is, well, kind of stubborn. We in the Office of Human Rights are thankful for this trait. We are grateful for Margaret's efforts, as Chair of the AAS:UA Equity Issues Committee, to champion the need to have a clearly independent Office of Human Rights on campus. The organizational repositioning of the Office of Human

Rights reflects in part a response to concerns raised by Margaret and others. **Thank You, Margaret!**

**For their efforts to facilitate the creation of an inclusive work, study, and living environment:**

**Mary Miller and George Thomlison:**

Mary and George have demonstrated longstanding support for the work of the Office of Human Rights and for the basic principles which underpin both the Office's mandate and the Discrimination and Harassment Policy, namely, the creation and maintenance of a safe and healthy work environment. A few years ago, Mary and George initiated education sessions on harassment issues for all Building Services staff and they continue to hold update sessions for Building Services supervisors. As well, when a concern does arise, these two managers make every effort to take prompt and appropriate corrective action. This initiative, and their concern with follow-through, is a result of Mary and George's strongly held belief that the workplace should be harassment-free and that they, as managers, must demonstrate their commitment to eliminating any actions that get in the way of people doing their job. **Thank You, Mary and George!**

**Grace Wiebe:**

Engaging University teaching staff in dialogue about diversity issues in the learning environment, supports professors, lecturers, instructors, and graduate teaching assistants in ensuring that their classrooms are inclusive. Dr Wiebe has consciously facilitated this dialogue by including and promoting topics related to diversity issues in the course roster of University Teaching Services. **Thank You, Grace!**

**Natalie Sharpe:**

Her work with the Student Ombudservice ensures that Natalie Sharpe has lots of first hand experience with the type of conflicts that arise on campus. Whenever Natalie identifies issues related to discrimination and harassment in the course of her work, she involves the Office of Human Rights. Her support of the Office enables us to work side by side to resolve student concerns. **Thank You, Natalie!**

**For their efforts to facilitate the furthering of the University's employment equity objectives:**

**Sandra Ubelacker:**

Sandra Ubelacker has given many volunteered hours to chair the Employment Equity Discretionary Fund sub-committee and has had to make numerous hard decisions in order to select from the many worthy applications to the fund. **Thank You, Sandra!**

**Lynn Chandler:**

Lynn Chandler is a tireless promoter of equity issues in her department – the Department of Physics. Lynn was instrumental in acquiring funding to bring Dr Melissa Franklin, professor of physics at Harvard, to U of A. Dr. Franklin delivered an amusing and incisive guest lecture titled "Re-doing Rutherford without the Moustache". Lynn also acquired funding for three physics graduate students to attend a Women in Science Conference in Vancouver and to share their learnings with U of A undergraduates in Science. In addition, Lynn is a Steward for her union, the Non-Academic Staff Association, and in this role she works toward the positive resolution of workplace conflicts which may sometimes arise in her department. **Thank You, Lynn!**

**For their efforts to facilitate the enhancement of community members' ability to resolve interpersonal or organizational conflicts:**

**Shirley Leonard:**

The term "change agent" best describes Shirley Leonard. She saw an organizational opportunity and she capitalized on it. She helped to formulate and to gain approval for a strategy to deliver conflict resolution services to the community as a partnership involving the Office of Human Rights and the Individual and Organization Effectiveness Unit. This initiative recognizes that to be an effective organization, the University also has to be one in which the environment is respectful, inclusive and safe. **Thank you, Shirley!**

**Sharon Compton:**

As an instructor in the Dental Hygiene Program, Sharon Compton recognized the need to give the students some skills for resolving interpersonal conflict in order to prepare them for the challenges of professional practice. By enhancing the curriculum with the addition of this opportunity for skill development, Sharon discovered that the students were not only better prepared for the workplace but that they put the learning to use during their tenure in the Dental Hygiene Program. **Thank You, Sharon!**

**Val Stewart:**

Val Stewart is the Manager of Personnel for Students' Union. Val saw the value in exposing both staff and the executive of Students' Union to principled approaches of resolving disputes. Val has done this by integrating conflict resolution into annual orientation sessions and by scheduling sufficient time to allow participants to have hands on training in applying these skills. Val also continues to seek the advice of the Office of Human Rights on any contentious human rights issues facing Students' Union administration. **Thank You, Val!**

**For those of you who have not yet met the staff in the Office of Human Rights, we are:**

**Joanna McNeill**, Secretary/Receptionist

**Catherine Anley**, Administrative Assistant/Employment Equity Assistant

**Ashley Daniel**, Senior Advisor, Complaint and Conflict Services

**Cathy Anne Pachnowski**, Senior Advisor, Employment Equity

**Janet Smith**, Director

**Find out more about the Office of Human Rights: visit our web site at [www.ualberta.ca/~hurights](http://www.ualberta.ca/~hurights) or call our InfoLine at 492-8123 or call us directly at 492-7325**

**Golden Thumbprint Tribute and  
The 1999-2000 Office of Human Rights  
Poster Launch**

**Please join us as we launch this year's wonderful addition to our poster gallery. We would be delighted to introduce you to the artists who created the "Who We Are" print. We will also be giving a special appreciation presentation to the people in the 'Tribute Spotlight'.**

**Friday, October 29, 1999**

**3:00 to 5:00**

**Heritage Lounge, Athabasca Hall**

**NOTE: Cake and punch will be served!!**

# Opening Doors: A Plan for Employment Equity at the University of Alberta

The statistics presented in **Table 1** and **Graphs 1** and **2** are from the employment equity database. The current response rate, as of December 1998, is 86.2%. The database includes continuing full-time and part-time employees paid out of operating funds.

**Limitations of the data.** Despite a high return rate of the equity census form, a variety of problems accompany the collection of this data. We rely on self-identification. We do not know the characteristics of the 13.8% of employees who have not replied to the census. With Aboriginal people and persons with disabilities in particular, failure of even one or two employees to self-identify has a noticeable impact on the proportional representation of these two groups. Anecdotal evidence indicates that there are more Aboriginal people and persons with disabilities employed at the University than are recorded on the database.

Being disabled is not necessarily a fixed attribute. With conditions characterized by gradual deterioration or unpredictable loss and return of function, a person may declare as disabled at one time but not another time. There are both visible and invisible disabilities. Reporting is based on whether the employee considers herself/himself to have a disability that may disadvantage her/him in employment. These factors make it difficult to collect reliable data related to persons with disabilities.

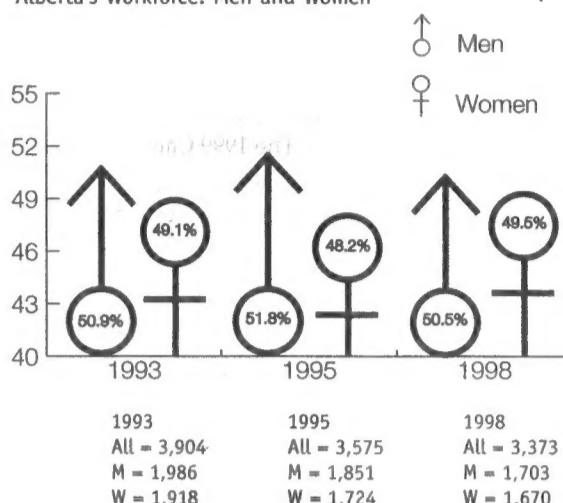
TABLE 1\*

Changes in Designated Groups in the University of Alberta's Workforce - Summary (December 31, 1993 and December 31, 1998)

	DECEMBER 31, 1993	DECEMBER 31, 1998	+/-
Women	1,918 (49.1%)	1,670 (49.5%)	-248
Men	1,986 (50.9%)	1,703 (50.5%)	-283
Total	3,904 (100%)	3,373 (100%)	-531
Aboriginal People	44 (1.1%)	49 (1.5%)	+5
Persons with Disabilities	125 (3.2%)	81 (2.4%)	-44
Members of Visible Minorities	474 (12.1%)	349 (10.3%)	-125
Total Respondents	3,904	3,373	-531

GRAPH 1\*

Comparison of Designated Groups in the University of Alberta's Workforce: Men and Women



\* Based on full-time and part-time continuing academic and non-academic staff (operating) who have responded to the voluntary self-reporting employment equity census. Response rates:

1993 - 82.3% (3904/4745)  
1995 - 86.8% (3575/4114)  
1998 - 86.2% (3373/3915)

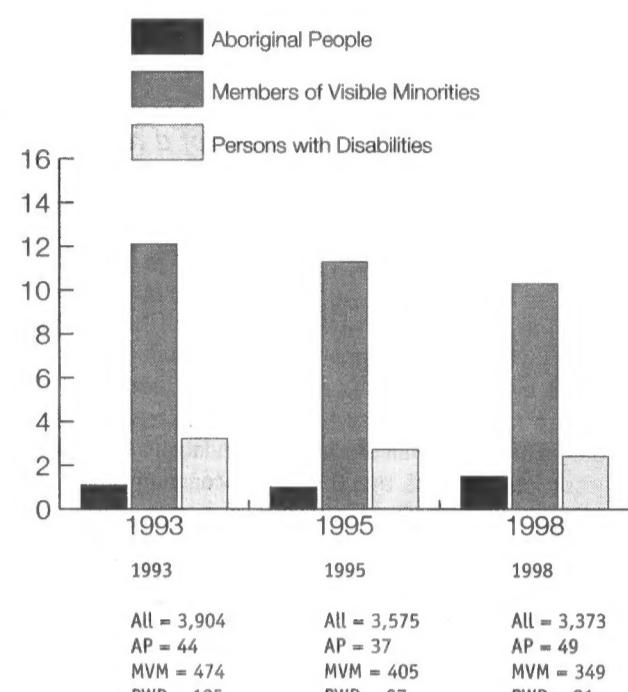
Canadian workforce population

Women:	1991 - 45.9%	1996 - 46.4%
Aboriginal People:	1991 - 3.0%	1996 - 2.1%
Members of Visible Minorities:	1991 - 9.1%	1996 - 10.3%
Persons with Disabilities:	1991 - 6.5%	1996 - (Statistics Canada did not collect this data in the 1996 census)

(Statistics Canada)

GRAPH 2\*

Comparison of Three Designated Groups in the University of Alberta's Workforce: Aboriginal People (AP), Members of Visible Minorities (MVM), and Persons with Disabilities (PWD)



Copies of the Employment Equity Annual Report on Opening Doors are available from the

Office of Human Rights

The Report includes updates on:

- the reasonable accommodation policy
- improved accessibility of the University: public events, building construction and renovations, implementation of PeopleSoft
- facilitating spousal employment in faculty recruitment
- interviewing and selection guidelines for support staff
- the expanded mandate of Specialized Support and Disability Services to serve employees as well as students

## OVERALL CHANGES IN DESIGNATED GROUP REPRESENTATION

Based on full-time and part-time continuing academic and non-academic staff who responded to the voluntary self-reporting employment equity census, the figures reveal the following changes in the University's workforce (percentages are based on respondents; actual numbers are in square brackets):

- the overall representation of women has increased slightly, despite a slight decrease in 1995 (49.1%

[1918] in 1993; 48.2% [1724] in 1995; 49.5% [1670] in 1998). See Graph 1

- there has been a slight increase in the representation of Aboriginal people (1.1% [44] in 1993; 1.0% [37] in 1995; 1.5% [49] in 1998). See Graph 2
- the representation of members of visible minorities has decreased (12.1% [474] in 1993; 11.3% [405] in 1995; 10.3% [349] in 1998). See Graph 2

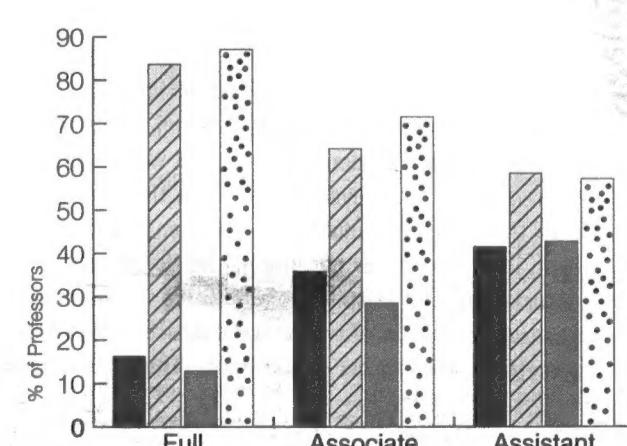
- there has been a decrease in the representation of persons with disabilities (3.2% [125] in 1993; 2.4% [97] in 1995; 2.4% [81] in 1998). See Graph 2

Breakdowns of this data by Faculty or unit and occupational group are available from the Office of Human Rights. Some comparative Statistics Canada data by occupational group are also available.

## FULL-TIME CONTINUING UNIVERSITY PROFESSORS BY RANK AND SEX - UNIVERSITY OF ALBERTA 1998/99 & CANADA 1997/98\*\*

Gains have been made in the number and percentage of women faculty at the University of Alberta. There has been a gradual but steady increase in the representation of women faculty. The proportion of women faculty at the University of Alberta exceeds the national levels at the full and associate ranks and is only slightly below the national level at the assistant rank. Women nonetheless remain absent or significantly under represented in a number of disciplines both at the University of Alberta and nationally.

The University of Alberta figures for gender representation are based on the Human Resources Information System (HRIS) and are complete, representing all professors. The limitations inherent in the employment equity database do not apply.



Women at U of A

Men at U of A

Women in Canada

Men in Canada

\*\*Source: Human Resources Information System (HRIS), University of Alberta

Statistics Canada, Post-secondary Education section, Unpublished Data

# sport shop

Stories by Dan Carle

## On the sked

When you win you usually feel a sense of accomplishment, a sense of triumph. It seems when Canadians—either individuals or teams—defeat Americans the win is not just sweet, it's sweeter.

Such was the case last weekend when the Golden Bears hockey team defeated the top-10 ranked University of Denver in overtime in Colorado.

Such is likely to be the case this weekend when the Golden Bears volleyball team hosts the third annual Can-Am Challenge men's volleyball tournament. Four CIAU teams against four NCAA teams. Bragging rights—the whole bit.

The Golden Bears—CIAU bronze medallists last season—team with Calgary, Saskatchewan and UBC against the UCLA

Bruins, Pepperdine Waves, Penn State Nittany Lions and Loyola Marymount Lions in a country-versus-country total-wins tournament.

Alberta plays Pepperdine Saturday (Oct. 16) at 1 p.m. at UCLA, and Saturday night at 8 p.m. at Varsity Gym.

• The Golden Bears hockey teams raise its ninth national championship banner before the start of its second regular season game Saturday, Oct. 16. The University of Lethbridge opens the season on the road at Clare Drake Arena for two games beginning Friday night at 7:30 p.m.

• Golden Bears football hosts rival Calgary at Varsity Field Saturday, Oct. 16 at 1:30 p.m. ■

## More sweat in Campus Rec

The records fall as collective heart rates seem to be increasing.

The Campus Recreation Office has welcomed new programs and more new participants this fall in record numbers. In fact, roughly 61 per cent of programs were filled before university classes began.

"We've really noticed just a big huge surge across all programs," said Carol Hills, associate director, Campus Recreation, which could well also be called the

Office of Popular Culture. "The activities people are interested in are influenced dramatically by the media."

Movie stars do that kick-box dance routine, and practice yoga, and guess what's near the top of Campus Recreation's own hot list?

"I was expecting it to be largely yoga and kick-boxing, but it's been all activities. Everything is really big." ■

## Trotting for the United Way

The Sunday before Thanksgiving marked a record windfall for the United Way as runners braved the chill of a fall morning for the chance to be a turkey—oops, I mean win a turkey.

The 1999 Campus Recreation Turkey Trot raised more than \$1,600 Oct. 2 as 802 participants ran eight kilometres or walked four for the United Way.

"We haven't exceeded 700 participants in the past. Next year we're hoping for 1,000," said Pierre Dickner, Turkey Trot

director. Computing science people made up the largest group, with 93 runners, walkers and turkey-hawkers going forth, for a good cause.

"We just publicized it in the department and we just got everybody interested. We got graduate students, faculty, staff and families together and that's how it happened," said Edith Drummond, graduate program coordinator in the computing science department. "I think the fact it supports United Way makes a difference."

Gateway



Runners like this one helped pull in \$1,600 for the United Way

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## 5<sup>th</sup> Annual ETHICS & SCIENTIFIC INTEGRITY DAY

### Keynote Speaker:

**Dr. Rosemary E. Barnitt**

Head, School of Health Professions & Rehabilitation Sciences  
University of Southampton, UK

### "Behaving Well or Avoiding Trouble? Ethical Dilemmas in Health Care"

Friday, October 15<sup>th</sup>, 1999

4:00 pm

2-27 Medical Sciences Building

Sponsored by MRC and AHFMR

The APO Learning Implementation Committee  
is pleased to invite you to a presentation of

### Leadership: Accountability and Results

Wednesday, Oct. 27, '99 • Lower Level, Jubilee Auditorium

8:00 - 8:45 a.m. Registration - Coffee and socializing  
8:45 - 9:00 a.m. Greetings and announcement of Learning and Development activities  
9:00 a.m. - 4:00 p.m. Leadership: Accountability and Results with David Irvine

Gourmet Lunch and snacks will be provided by "A Cappella Catering"

David Irvine, keynote speaker and co-author of *Accountability: Getting a Grip on Results*  
We encourage you — the APOs, your Deans, Chairs, Directors and your Support Staff — to attend this dynamic full day learning event. Bring your entire team, book a table and work together as a group using the principles and practical tools you will receive to enhance your working relationships and increase your overall effectiveness.  
Cost: \$75.00 (includes a copy of "Accountability: Getting a Grip on Results", the book co-authored by Bruce Klatt, Shaun Murphy and David Irvine)



For more info, contact: Jane Toulouse • APO Learning Strategies Project • 3-68 Assiniboia Hall • Phone: 0726 • Fax: 8765

## GO FIRST CLASS ON CAMPUS



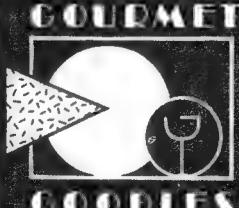
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# talks

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### CANADIAN INSTITUTE OF UKRAINIAN STUDIES

October 22, 7:30 pm

Dr. Yuri Mytsyk, National University of the Kyiv-Mohyla Academy, "The Khmelnytsky Revolt Revisited: An Insider's View on Current Polemics in Ukraine." In Ukrainian Heritage Lounge, Athabasca Hall.

November 4, 3:30 pm

Dr. Natalia Pylypiuk, U of A, "Vasyl Stus and the Great Narcissus." CIUS Library, 352 Athabasca Hall.

### CENTRE FOR HEALTH PROMOTION STUDIES

October 19, 4:30 - 5:30 pm

Jocelyn Edey, "Adolescent Stress and Coping: A Qualitative Study." Tory Breezeway (TBW-2). Info: Linda Vaudan at 492-8661.

October 26, 4:30 - 5:30 pm

Dr. Sandy O'Brien-Cousins, "Self-talk: How Older Adults May Talk Themselves out of Physical Activity" WO-1 Van Vliet Centre

### CENTRE FOR INTERNATIONAL BUSINESS STUDIES

October 20, 3:30 pm

Dr. Brian Evans, Professor Emeritus History, "China at 50: Political and Social Developments in China, and future relations that Canada would, should or could establish with the People's Republic of China." Room 1-06 Business.

### DEPARTMENT OF BIOLOGICAL SCIENCES

October 21, 4:00 pm

Dr. Andrew Mitchell, "Phylogenetic relationships and evolutionary trends in the remarkably diverse noctuid moths: A new approach to an old problem." TBW-1.

October 22, 12:00 noon

Jocelyn Hudon, "Deciphering Phenotypic Variation: Examples from Woodpeckers and Tanagers." Room M-137 Biological Sciences Building.

October 28, 4:00 pm

Dustin Hartley, "Beetlemania" TBW-1.

October 29, 12:00 noon

Jordan deGroot, "Use of buffer strips by mammals." Room M-137 Biological Sciences Building. Molecular Biology and Genetics Research Group (part of the Genetics 605 seminar series)

October 15, 3:30 pm

Steve Bernstein, "Aging and the retina, the molecular analysis." Room M-149 Biological Sciences Building.

October 22, 3:30 pm

Esther Verheyen, "The role of Nemo kinase in Drosophila and its links to Wg, Dpp and Notch signaling." Sponsored by AHFMR. Room M-149 Biological Sciences Building. Physiology, Cell and Developmental Biology Research Group (part of the Biology 642 seminar series)

October 20, 12:00 noon

Haane Ostergaard, "Acronym Anarchy in T cell activation." Room B-105 Biological Sciences Building.

October 27, 12:00 noon

Xin Wei Lin, "Somatostatins and their receptors in goldfish." Room B-105 Biological Sciences Building.

Plant Biology (part of the Botany 600 seminar series)

October 22, 10:00 am

Selvadurai Dayanandan, "Conservation genetics of tropical forest trees." Room M-141 Biological Sciences Building.

### DEPARTMENT OF CHEMICAL AND MATERIALS ENGINEERING

October 18, 3:00 pm

Dr. Menachem Elimelech, Yale University, "Colloid Transport in Geochemically Heterogeneous Sub-surface Porous Media." 340 Chemical and Materials Engineering Building.

October 21, 3:30 pm

Trevor Bugg, "Transport Processes in Soil Bioremediation: Uptake and Efflux of PAHs Across Bacterial Cell Membranes." 343 Chemical and Materials Engineering Building.

### DEPARTMENT OF CHEMISTRY

October 18, 11:00 am

Dr. Richard Storer, Dept of Chemistry, BioChem Pharma, Laval, PQ, "The Story of 3TC: A Billion Dollar Molecule." V-107 Physics.

### DEPARTMENT OF COMPUTING SCIENCE

October 18, 3:30 pm

Bonnie Nardi, AT&T Labs, "NetWork: Getting and Staying Connected in Today's Economy." Room 112, V-Wing.

### DEPARTMENT OF PHYSICS

October 15, 4:00 pm

Colloquium: Francisco R. Bossini, University of Granada, "The Law and Medieval Spells; Historical Criminality: The Case of Witchcraft." 4-29 Humanities Centre.

October 22, 3:30 pm

Colloquium: Oliver Schulte, "Conservation Laws and Hidden Particles: A Case Study in the Problem of Induction." 4-29 Humanities Centre.

### DEPARTMENT OF PHYSICS

October 15, 3:15 pm

Colloquium: Janis McKenna, UBC, "The BaBar Experiment: Studying CP Violation in the B Meson System." Room V-129.

October 21, 8:00 pm (doors 7:30 pm)

Dr. Paul W. Chodas, JPL/Caltech, "The Impact Threat and Public Perception." P-126 Physics.

October 22, 3:00 pm

Dr. Michael S. Turner, University of Chicago, "Cosmology: From quantum Fluctuation to the Accelerating Universe." P-126, Physics.

October 23, 7:00 pm (doors 6:30 pm)

Dr. Alan R. Hildebrand, U of C, "The Comet that Killed the Dinosaurs." P-126 Physics.

### DEPARTMENT OF PHYSIOLOGY

October 15, 3:30 pm

Rhonda Lothammer, Assoc Dir, Communications, AHFMR, "Communicating Science to the Public." Room 207 HMRC.

### DEPARTMENT OF PUBLIC HEALTH SCIENCES

October 27, 12:00 - 1:00 pm

Dr. Doug Wilson, "Review of Effectiveness of Health Promotion Strategies in Alberta." Classroom D (2F1.04 WMC).

### DEPARTMENT OF RENEWABLE RESOURCES

October 21, 12:30 - 1:50 pm

Dr. Frank Tough, School of Native Studies, U of A, "Depression ERA Conservation and the Subarctic Landscape: The Pas Muskrat Fur Rehabilitation Blocks and Natural Resource Planning in Northern Manitoba, 1935 - 1963." 2-36 Earth Sciences Building.

October 28, 12:30 - 1:50 pm

Dr. Brian Amiro, Research Scientist, Canadian Forestry Service, "Measurements of whole-ecosystem carbon fluxes following fire and harvesting disturbances in the boreal forest." 2-36 Earth Sciences Building.

### ENVIRONMENTAL RESEARCH AND STUDIES

October 21, 4:30 pm

Dr. Colin Soskolne, "Toward Measuring Whether Ecological Disintegrity Impacts Human Health." Alumni Room, SUB.

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# talks

## FACULTY OF MEDICINE AND DENTISTRY

October 28, 5:00 - 6:00 pm

Dr. Martin McKneally, U of T, "Entrustment, not Informed Consent, for Treatment of Life Threatening Illness." Bernard Snell Hall.

## INTERNATIONAL INSTITUTE FOR QUALITATIVE METHODOLOGY

October 19, 12:00 - 1:00 pm

Professor Geoff Walsham, Cambridge University, England, "Generalizability in Qualitative Research." 4-16 Banister. All welcome. Info: 492-8778.

## JOHN DOSSITOR HEALTH ETHICS CENTRE

October 28, 7:00 pm

Free Public Lecture, featuring health ethicists Dr. Alastair Campbell (U of Bristol, UK), Dr. Susan Sherwin (Dalhousie), and Godfrey Tangwa (U of Yaounde, Cameroon). Shaw Conference Centre. Free tickets: 492-5403, e-mail [HTMLResAnchor](mailto:HTMLResAnchor) [cbs199@ualberta.ca](mailto:cbs199@ualberta.ca), or JDHEC, 222 Aberhart Centre Two (8220 - 114 St).

## ST. STEPHEN'S COLLEGE

October 18, 7:00 - 9:00 pm

Lecture and Workshop. Lecture: "Jungian Analysis: What is it anyway?" St. Stephen's College, 8810 - 112 St. \$10.00 at the door. Open to the public. Workshops: October 25, November 1, 7:00 - 9:00 pm. \$30.00 for both.

## SCHOOL OF LIBRARY AND INFORMATION STUDIES

October 20, 4:00 pm

Pauline A. Cochrane, "Improving the Quality of Online Retrieval: Where Do We Go From Here?" Room 3-01 Rutherford South.

October 22, 12:00 noon

Pauline A. Cochrane, "Catalogues and Gateways - Barriers or Aids to Subject Access." Room 3-01 Rutherford South.

## SIGMA XI, U OF A CHAPTER

October 27, 7:45 pm

Mark Freeman, Dept of Physics, "Ultrafast microscopy: Official timekeeper of the magnetic olympics." 2-35 Corbett Hall.

## TEACHING SUPPORT & RESOURCE OFFICE, FACULTY OF NURSING

October 29, 12:00 - 1:00 pm

Teaching Matters Series: Joe Norris, Department of Secondary Education, "Teaching-Learning Through Drama." 6-102 Clinical Sciences.

November 12, 12:00 - 1:00 pm

Teaching Matters Series: Olive Yonge, Faculty of Nursing, "Plagiarism & Cheating: Boundary Crossing." 6-102 Clinical Sciences.

## UNIVERSITY TEACHING SERVICES

October 18, 4:00 - 6:00 pm

Erhan Erkut, Finance and Management Science, "Using Communications Technology to Facilitate Learning." TL-B2 (Henry Marshall Tory Lecture Theatre).

October 19, 3:30 - 5:00 pm

Margaret Wilson, Oral Health Sciences, "Learning Climate Survey." CAB 281.

October 21, 2:00 - 4:00 pm

Janet Smith and Ashley Daniel, Office of Human Rights, "Diversity and Inclusion in the Classroom." CAB 281.

October 26, 3:30 - 5:00 pm

Roger Toogood, Mechanical Engineering, "Development of a 'Course on a Disk': Computer Based Learning Modules." CAB 281.

October 27, 4:00 - 6:00 pm

Colin Geissler, Academic Technologies for Learning, "WebCT Workshop I: Introduction to WebCT." Technology Training Centre, B-05C (Cameron). Audience: Enrollment limited.

October 28, 4:00 - 6:00 pm

Brad Hestbak, Public Affairs/Technical Resource Group, "Making a Presentation II: PowerPoint for Beginners." Technology Training Centre, B-05C (Cameron). Audience: Enrollment limited.

November 1, 3:00 - 4:30 pm

Tarah Wright, Educational Policy Studies, "Teaching Green: How to Bring the Environment into any Classroom." CAB 281.

November 2, 3:30 - 5:00 pm

Brian Nielsen, Physical Education and Recreation, "Issues and Techniques for Marking Assignments and Papers." CAB 281.

November 3, 4:00 - 6:00 pm

Colin Geissler, Academic Technologies for Learning, "WebCT Workshop II: Conferencing and Course Materials." Technology Training Centre, B-05C (Cameron). Audience: Enrollment limited.

### APO LEARNING IMPLEMENTATION COMMITTEE

You are invited to a presentation of Leadership: Accountability and Results, with David Irvine. Wednesday, October 27, 8:00 a.m. - 4:00 p.m., Banquet Room, Lower Level, Jubilee Auditorium. Cost: \$75.00 (includes "Accountability: Getting a Grip on Results", the book co-authored by Bruce Klatt, Shaun Murphy & David Irvine). Catered lunch. This dynamic learning event is open to APOs, Deans, Directors, Chairs and Support Staff. Reserve a table and bring your entire team! Use the principles and practical tools you will receive to enhance your working relationships and increase your overall effectiveness. Information: Jane Toulouse, APO Learning Strategies Project, Individual & Organization Effectiveness, 492-0726 or e-mail [jane.toulouse@ualberta.ca](mailto:jane.toulouse@ualberta.ca)

## It pays to read Folio:

The freebie winners are Erika Chomitsch and Kat McLeod, both of the Office of the Registrar, and Diane Ferguson of the Faculty of Extension. Their names were drawn from all the entrants who correctly identified the Back Page feature of Sept. 17 ("Fame and glory"). Please pick up your copy of *Weathering Y2K in Canada*, by Alan Bibby and Akiyah Clements in 400 Athabasca Hall.



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# notices

Please send notices attention Folio 400 Athabasca Hall, University of Alberta, T6G 2E8 or e-mail [public.affairs@ualberta.ca](mailto:public.affairs@ualberta.ca). Notices should be received by 3 p.m. one week prior to publication.

## CANADIAN FEDERATION OF UNIVERSITY WOMEN (EDMONTON)

The monthly meeting for the CFUW is October 18, 7:00 p.m., Faculty Club, 11435 Saskatchewan Drive. Guest speaker: Dr. Barbara Heather, instructor, Division of Social Sciences/Arts and Science, Grant MacEwan Community College, "Gender and School Choice." All women university graduates are welcome. Info: 439-4285.

## COURSE FUNDING

Coordination of University Research for Synergy & Effectiveness, kicks off \$2.6 million in research projects and is launching up to 20 more in January 2000.

COURSE is a joint industry, university and Alberta government initiative to promote energy resources research at Alberta universities with funds allocated by AOSTRA (Alberta Oil Sands Technology and Research Authority). The objectives are to increase research funding, collaboration among universities and industry, and align industry, university and government objectives for research. For further information on COURSE applications for the January 2000 competition, please contact Rick Luhning at (403) 282-1211 in Calgary, or (780) 492-5232 in Edmonton.

## LOOK UP...

### LOOK WAAAAAY UP VIA THE CAMPUS OBSERVATORY

Every Thursday evening from 8 p.m., the U of A Observatory is open to the public, regardless of weather conditions, and it's free. Under favorable conditions, visitors will be able to use the telescopes to observe the moon, planets (Jupiter and Saturn in late fall and through the winter months this year), double stars, star clusters, and other astronomical objects. Under adverse weather conditions, the use of the telescopes will be described, but a slide show will be presented in lieu of telescopic observing. An

indoor exhibit area is operated in conjunction with the Observatory.

The U of A Observatory is located on the roof (7th floor) of the Physics Building, with entrance through the northeast doors. There are no age restrictions. Families with children are especially welcome. (Close supervision of small children is required because of the rooftop location.) Organized group tours for Cubs, Girl Guides, school groups, etc., can be arranged for other days of the week by calling 492-5410.

The Observatory program is conducted with the voluntary assistance of undergraduate students.

## SMARTSTART

SmartStart, October 22, 9 am to 5 pm, is a joint initiative of the Van Horne Institute's Centre for Information and Communication and knowledge@work. The day will focus on four key themes: health in connected communities, virtual learning, e-finance and the impact of technology on everyday lives. Key speakers will reflect leading-edge expertise in these areas. The symposium will originate from U of C and will be received in Edmonton at the U of A via live video link. Lunch will be provided. There is no registration fee for this event but pre-registration is required. Email [lisa.watson@ualberta.ca](mailto:lisa.watson@ualberta.ca) or call Dianne Conrad at 492-1501 for more information.

## WORLD WIDE WEB STEERING COMMITTEE

The WWW committee is seeking persons who are interested in participating in this committee to submit their names as ad hoc members. The Committee's major activities include strategic planning for the University's web presence. Applicants should contact Brad Hestbak in the Office of Public Affairs at 492-5663 or [brad.hestbak@ualberta.ca](mailto:brad.hestbak@ualberta.ca) for more information.

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Send your entry to 4-28 Mechanical Engineering Building or phone 492-9491 for more information. **Submission deadline: November 19, 1999.**

29A

29



University of Alberta

## Nominations invited for Faculty of Arts Teaching Awards

In the interest of recognizing teaching and to encourage teaching of the highest quality, the Faculty of Arts will present annually the following awards for undergraduate teaching:

### 1) Faculty Undergraduate Teaching Awards

Eligibility: Full-time continuing academic staff with at least five years of full-time teaching experience at the University of Alberta  
Nominations: One from each department  
Number of Awards: Up to three, one to each division of the Faculty  
Deadline: **14 January 2000**

### 2) Sessional Instructor Teaching Awards

Eligibility: Instructors must have a minimum of nine course weights of teaching experience of which the most recent course was taught no earlier than the academic year preceding the one in which the nomination is made  
Nominations: One from each department  
Number of Awards: Granted to the three most deserving nominees in the Faculty taken as a whole  
Deadline: **15 February 2000**

### 3) Graduate Student Teaching Awards

Eligibility: Teaching assistants or advanced graduate students from the current or previous academic year who have, or had, full responsibility for teaching a course or section  
Nominations: Two from each department  
Number of Awards: Up to nine  
Deadline: **15 February 2000**

Nominations can be made by students, colleagues and/or department Chairs. Interested persons should discuss possible nominations with the appropriate department Chair well in advance of the deadline.

# events

## CONFERENCE

### CANADIAN BIOETHICS SOCIETY

October 28 to 31

Annual conference and pre- and post-conferences, "Expanding the Boundaries of Ethics." Westin Hotel, Edmonton. Info: [www.ualberta.ca/~cbs1999](http://www.ualberta.ca/~cbs1999) or Buska Associates 436-0983. Special student rates available.

## EXHIBITION

### FAB GALLERY

October 8 - 24

"Lines of Sight: Tactility, Tracks and Territory." Hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; closed Monday, Saturday and statutory holidays. 1-1 Fine Arts Building.

### PRINT STUDY CENTRE

October 8 - 22

"Lines of Sight: Tactility, Tracks and Territory." Exchange between Musashino Art University of Tokyo and the U of A.

October 12 - 22

"TRADITIONALIVE: Ukrainian Instrumental Music in Alberta." Exhibition of musical instruments, posters, photographs and sound recordings documenting musical life of Alberta's Ukrainian Community.

Room 3-78 Fine Arts Building. Hours: 9:00 am - noon, 1:00 - 4:00 pm Monday - Thursday; 1:00 - 4:00 pm Friday. Info: 492-5834.

## FUNDRAISING DINNER

### FACULTÉ SAINT-JEAN

November 3, 6:00 pm cocktails, 7:00 pm dinner

Connecting Canadians... a Tribute to Louis Desrochers. Shaw Conference Centre, Edmonton. Keynote speakers: The Honourable Peter Lougheed; The Honourable Senator Celine Hervieux-Payette; and Dr. Claude Ryan. Cost: \$125/ticket (including a tax receipt of \$75/ticket). The proceeds of the event will be used to endow the Louis Desrochers Professorship in Études canadiennes / Canadian Studies. For information: Nathalie Lachance 465-8706 or [nlachanc@ualberta.ca](mailto:nlachanc@ualberta.ca).

## INFORMATION SESSION

### FACULTY OF LAW

October 18, 12:00 - 1:30 pm

Hosted by Faculty of Law: for students interested in the study of law. U of A Dean of Law, Lewis Klar and U of C Dean of Law, Michael Wylie available to answer questions and give information. Room 231 Law.

## THEATRE

### MUSIC

### DEPARTMENT OF MUSIC

October 15, 8:00 pm

Music at Convocation Hall Series. William Street, saxophone; Roger Admiral, piano. Admission: \$5/student/senior, \$10/adult. Convocation Hall, Arts Building.

October 18, 12:00 noon

Noon-hour Organ Recital. Stillman Matheson and Robin King. Works by Buxtehude, Cabena, Healey, MacMillan, Mendelssohn, Vaughan Williams. Free admission. Convocation Hall.

October 18, 8:00 pm

The GMCC and UofA Jazz Bands Concert. Raymond Baril and Tom Dust, directors. Music of Count Basie, Sonny Rollins, Billy Strayhorn, Bill Holman, others. Admission: \$5/student/senior, \$10/adult. Convocation Hall, Arts Building.

October 20

Cello Masterclass, Amanda Forsyth - 2:00 pm - and Violin/Viola Masterclass, Pinchas Zuckerman - 3:00 pm. Admission: \$5/student/senior, \$10/adult. Convocation Hall, Arts Building.

October 22, 3:00 pm

Violin/Viola Masterclass, Jacques Israelievitch. Admission: \$5/student/senior, \$10/adult. Convocation Hall, Arts Building.

October 27, 8:00 pm

Faculty recital. Tanya Prochazka, cello, and Jacques Israelievitch, violin. Works by Honegger, Kodaly, Ravel, Debussy. Admission: \$5/student/senior, \$10/adult. Convocation Hall, Arts Building.

### STAFF ORIENTATION

### HUMAN RESOURCE SERVICES

HRS has scheduled the next Support Staff Orientation for Trust and Operating employees. Date: Monday, November 1, 1:30-4:30 pm at Lister Hall. To register, contact Shantel MacKenzie at 4350 or email [shantel.mackenzie@ualberta.ca](mailto:shantel.mackenzie@ualberta.ca).

### JOHN DOSSETOR HEALTH ETHICS CENTRE

October 29 and 30, 8:00 pm

Play: "A Child on Her Mind." Edmonton Art Gallery Theatre, 2 Sir Winston Churchill Square. Tickets: \$10/each, call TIX on the Square 420-1757.

### STUDIO THEATRE

November 3 - 13, 8:00 pm

David Hare's "The Secret Rapture." Box Office: 492-2495. Timms Centre for the Arts.

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RIVERBEND, BRANDER GARDENS CONDO IN HEARTHSTONE - three bedrooms, two storey, finished basement. Single garage, \$1300 including utilities. Furnished. December 1 - April 15, 2000. Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

WALK TO U of A - well-kept house, three bedrooms. Southern exposure glassed-in veranda, four appliances, available for long term stay. 492-5464/987-2980 after 6 pm, \$790.00 monthly.

CRESTWOOD - University 10 minutes, professor's furnished home. January - March, 2000. Three bedrooms, \$750/month, including utilities. Non-smokers, no pets. References. 452-8224.

THREE BEDROOM HOUSE - LENDRUM. Den, 1.5 baths, double garage, large fenced yard. Close

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TWO BEDROOM, 1.5 jacuzzi bathroom, five appliances, fireplace and garage. 468-1579.

### ACCOMMODATIONS FOR SALE

VICTORIA PROPERTIES - knowledgeable, trustworthy, realtor with Edmonton references. Will answer all queries, send information, no cost/obligation. "Hassle-free" property management provided. (250) 383-7100, Lois Dutton, Duttons & Co. Ltd. #101 - 364 Moss Street, Victoria, B.C. V8V 4N1

FOUR-BEDROOM, 2,350 sq.ft. two storey house for sale in Glenora. Quiet location, close and easy access to University. Two fireplaces, hot water heating, family room and laundry on the main floor. Large deck (needs repair). Asking only \$179,900! Call Larry Hahn, Re/Max, 990-4342.

THREE BEDROOMS, 10833 - 83 Avenue, 2,100 square feet, 2.5 storey. Three bathrooms, hardwood floors, close to all amenities, totally upgraded,

# positions

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents.

## DIRECTOR

### ALBERTA CENTRE FOR WELL-BEING

As a research centre of the Faculty of Physical Education and Recreation the mission of the Alberta Centre for Well-Being is: Supporting practitioners to improve the health and quality of life of Albertans through physical activity.

The Director reports to the Chair of the Executive Management Group. The major areas of responsibility include planning, fiscal management and control; partnership development; managing research, information, education, and communication activities; and supervision of staff.

#### Required Qualifications:

-Master's degree in physical education, health promotion or equivalent.

-Expert knowledge of physical activity.

-Supervisory or senior experience in not-for-profit management preferred.

-Demonstrated ability to manage projects and to conceptualize, prioritize, and work in a dynamic environment.

-Must have superior oral and written communication skills.

-Must be a team player with strong leadership and facilitation skills.

-Experience in and/or awareness of physical activity partnerships and networks within Alberta.

-Flexibility for some travel within Canada.

-Consideration will be given to appropriate combinations of education and experience.

Salary range: \$42,000 to \$52,000 in addition to an extensive benefit package.

Applications including a resumé and names of three references are to be submitted in confidence by October 27, 1999 to:

Human Resources Coordinator

Alberta Centre for Well-Being

11759 Groat Road, 3rd Floor

Percy Page Centre

Edmonton, Alberta

T5M 3K6

Fax: 455-2092 e-mail: gloria.klingle@ualberta.ca

Thank you for your interest; however, only successful candidates will be contacted.

## ADMINISTRATIVE PROFESSIONAL OFFICER UNDERGRADUATE STUDENT SERVICES, FACULTY OF EDUCATION

The Faculty of Education is seeking a Director for its Undergraduate Student Services office. Through annually providing program support for over 3000 students, admission processing for over 2400 applications, and more than 3500 field experience placements, this office is one of the most dynamic and successful in the University student service environment.

The Director reports to the Associate Dean (Undergraduate Student Services) and is a critical part of the unit management team. The major areas of responsibility include fiscal management and control; coordination of the admissions and records functions; liaison with Departments in the Faculty, Faculties within the University, major central University units, and external institutions; and leadership in undergraduate student services, staff development, and human resources.

Applicants for this challenging and rewarding position will have:

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WINDSOR PARK - wonderful architecturally designed two storey built in 1988, 3,121 square feet; high ceilings, hardwood. Traditional plan with lovely conservatory adjoining the formal living room. Huge pie, southwest backyard. Asking \$498,000. Liz Crockford, Re/Max, 438-7000.

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- at least five years of relevant experience, preferably as an APO

- a thorough understanding of University policies and procedures (academic, financial, human resource)

- facility with information systems (particularly the University's implementation of PeopleSoft)

- expertise with the Windows computing environment

- strong interpersonal skills

- demonstrated competency in written and oral communication.

This APO position currently has a salary range of \$38,239 to \$57,359. Applications including a resumé and names of three referees are to be submitted in confidence to:

Dr. Maryanne Doherty

Associate Dean (Undergraduate Student Services)

Faculty of Education

Education North 1 - 107

and must be received by October 27, 1999.

## SPATIAL INFORMATION SYSTEMS

### LABORATORY COORDINATOR

#### Faculty of Agriculture, Forestry and Home Economics

The Department of Renewable Resources at the University of Alberta requires a Coordinator for the Spatial Information Systems Laboratory. The Spatial Information Systems Laboratory is a multi-user research and teaching facility running on a heterogeneous network of Unix and Windows NT computers. The Laboratory serves as a focus for GIS and remote sensing related activities for the Department, the Faculty of Agriculture, Forestry, and Home Economics, and the broader University community. The coordinator will report to the Chair of the Department of Renewable Resources. Additional information about the Department of Renewable Resources, the Forestry program and the Environmental and Conservation Sciences program is available on the Department web page at [www.rr.ualberta.ca](http://www.rr.ualberta.ca).

The appointment will be at Faculty Service Officer or Technologist level, depending on the qualifications of the successful applicant. The coordinator will be responsible for the scheduling of activities in the Laboratory, budgeting, and control of finances. This position includes an instructional role in the teaching of a senior undergraduate course in the application of GIS in renewable resource management, and in assisting academic staff and graduate students in the completion of their research.

A strong background in biophysical resource analysis is required. The ideal candidate will have an advanced knowledge of spatial analysis techniques applied in GIS and Remote Sensing, and experience with ARC/INFO and PCI analysis software. An advanced University degree in a related field is desired.

A demonstrated knowledge of system administration of a heterogeneous network environment and experience with the Windows NT and UNIX operating systems is desired.

The salary range for this position is \$42,504 to \$59,526.

Applications received by 30 November 1999 will be reviewed at the first meeting of the selection committee.

Please send a letter of application and a detailed curriculum vitae to Dr. James Beck, Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta T6G 2H1.

## SERVICES

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## U of A Accommodation Guide

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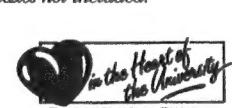
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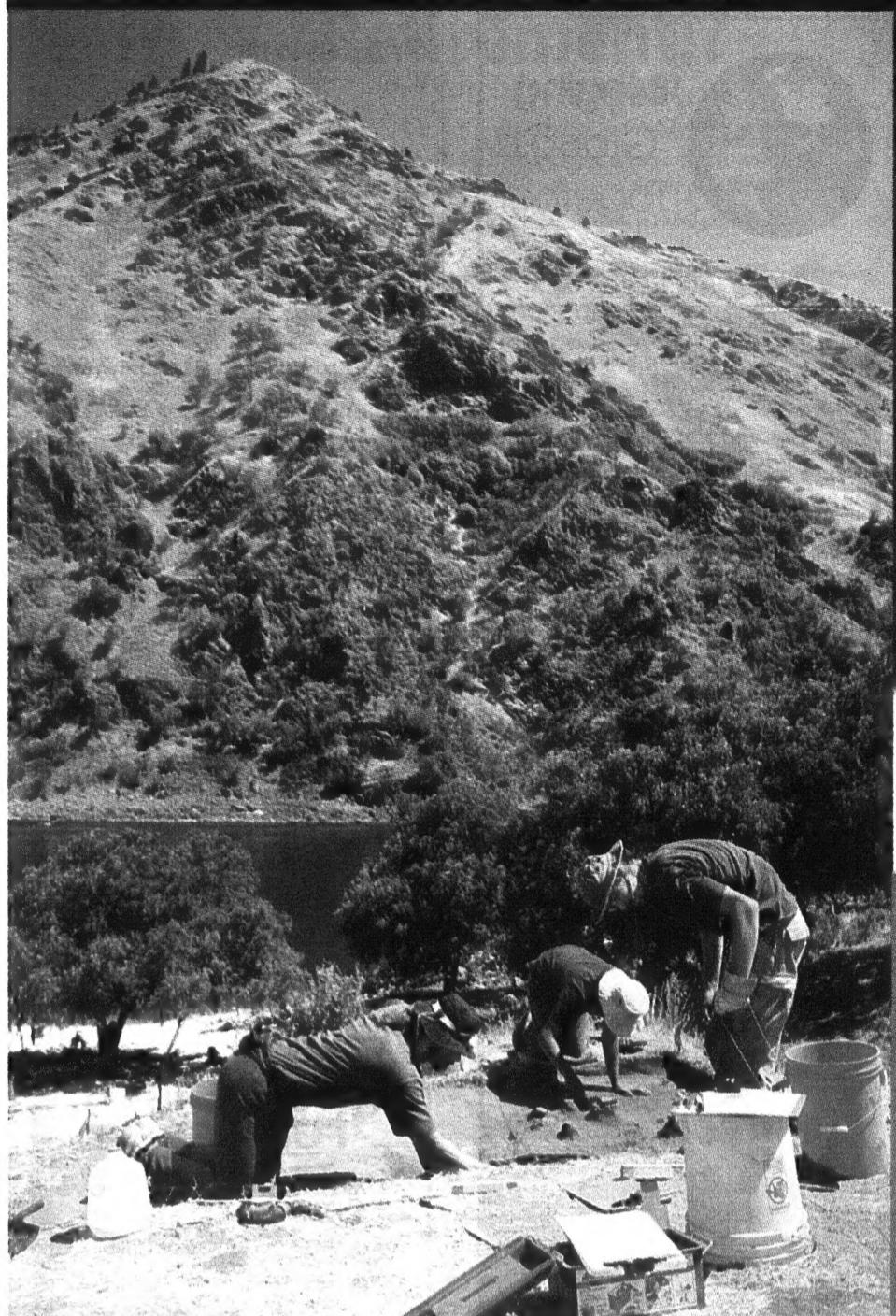


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Digging and waiting for the "Ah-ha!" to happen.

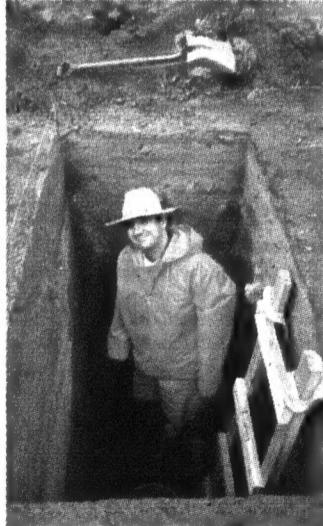
The phrase "digging up the past" was literally put to the test this past summer as 10 anthropology students and four supervisors hit the dirt in a six-week archaeological dig.

The Salmon River Canyon in Idaho was the site agreed upon by the U.S. Bureau of Land Management and the University of Alberta.

"The Bureau of Land Management wanted to do something with the land since it was eroding and we needed a site," said anthropology chair, Dr. Nancy Lovell. "It met their needs and for us it worked out great."

Experts knew there were cultural sites at other places in the canyon and thought this spot could produce more hidden treasures. Since cattle usually trample on the land, the Bureau of Land Management readily offered up the spot for human discovery.

The group tent-camped along the river and rose daily at 7 a.m. One by one, the diggers piled into a van and navigated a rugged river road. Students were then sent across the river, five



Looking up is PhD student and instructor Loren Davis.

at a time, in a rowboat. When they reached the other side, it was a half-hour hike to the site, often in temperatures reaching as high as 42 degrees Celsius.

Fortunately, the students struck it rich as far as archaeological gold mines go. They soon discovered they were standing on a prehistoric aboriginal site and found artifacts as old as 11,000 years.

Once they dug several metres deep, the group found projectile points, or spearheads, littering the ground.

"We were finding two projectile points a day which is phenomenal," said Scott Haddow, a teaching assistant who travelled with the group. "We also think it was a stop-over point where they would fish because we found a lot of clam and mussel shells during the dig." Since the aboriginal tribe is believed to have been nomadic, the group didn't discover any building structures.

Making the discoveries, however, meant hours of laborious work. The dig is often a taxing process: it is slow-going work with a trowel, and every discovery must be mapped and recorded.

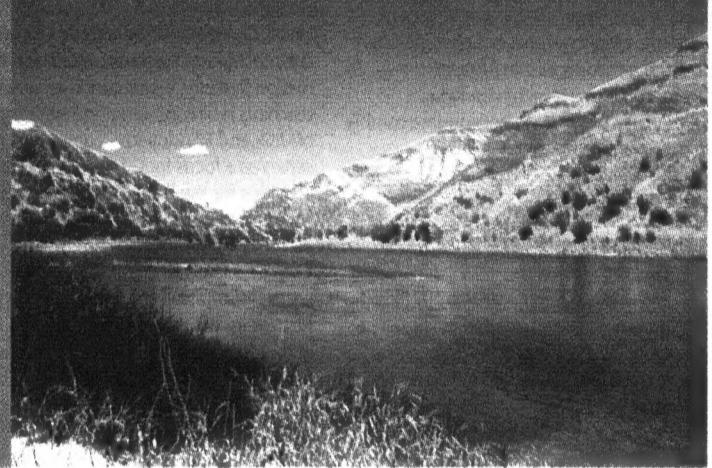
## Digging it in Idaho

**Anthropology students ventured off to a lucrative archaeological site**

By Phoebe Dey

"A lot of students come with the preconception that it's digging and ripping things out of the ground and going 'Ah-ha!' but it's actually very tedious."

Scott Haddow,  
teaching assistant



Photos: Scott Haddow

Edmonton's Rossdale Power Plant. "We're using the strength of our own hands. You can take as many classes as you like but you never really know what it's like until you're out there."

Fourth-year anthropology student Colin Neal said the dig exceeded any of his expectations.

"I realize it's not the norm because the site was saturated with stuff. A lot of the waiting to find something that is usually at other sites wasn't there for us."

Although he has studied the subject for three years, he wasn't prepared for the emotional toll the dig had on him.

"You sort of feel like you are stepping into another world. When you're at the aboriginal site, which is already in an isolated area away from the loud, industrial world, and you're handling these artifacts and actually participating in it, it's almost serene. It was a great experience." ■



Hiking to the site.